

Editor: Carol Boyko  
Gordon Bell High School  
FAX: 783-9469

WTA Office - 831-7104/FAX - 837-9698  
e-mail addresses: wta@wta.mb.ca  
pres@wta.mb.ca - - - vpres@wta.mb.ca

The WTA NEWS

## Sick Days and January 25th, 2010

by: Dave Najduch, WTA President

The last few weeks have seen our office inundated with calls from members and the media regarding the WSD's request for a medical certificate for those individuals who called in sick on January 25th, 2010.

The Association's reaction to the issue, to date, includes:

- Responding to over 100 member calls and e-mails.
- A memo to school Council Representatives indicating how WTA members who received the letter should respond to the WSD's request for a medical certificate.
- Referred the issue to legal counsel for feedback and advice.
- A letter to the WSD indicating specific concerns over how the Division has addressed the issue.
- Many phone calls to the WSD regarding individual member's concerns and a number of process issues the Division has employed to get us to this point.
- A very tempered media response to the comments of trustees and the actions of the WSD in sending out the letters requesting the medical certificates.

Over the coming weeks the WTA will be carefully monitoring a number of areas related to the WSD's actions. Specifically we will be looking to see what happens in the following:

- Will members be deducted salary or required to use their compensatory time for accessing the January 25th, 2010 sick day?
- Will the WSD change the requirements for reporting an individual's absence for a single sick day?

If the answer is yes to either of these questions then the Association is in the position of having to take further action. If salaries are deducted then the WTA will review each situation on a case-by-case basis and look at filing grievances. If the WSD decides to change the reporting process for absences then the WTA will have to reevaluate what we tell members about obtaining a medical certificate after a single absence and the advice we provide members related to the WSD's H1N1 protocols. It is interesting to note that no other Metro school division has dealt with this issue in the same manner.

One of the single largest disappointments about this entire issue has been the negative light that many of our members seem to have been portrayed in. The public comments by trustees and the sending of letters to members who had done nothing wrong have left many feeling their character has been called into question. The comments have angered not only those who legitimately reported a sick day, but many other members who were not directly involved in this matter.

The actions of the Division and trustees' comments on the sick day issue seem to reflect a change in attitude at the WSD level as it related to the WTA and other employee groups. The Association has tried over the last few years to develop a productive working relationship with the Division and to avoid a confrontational union/management relationship. We hope the handling of this issue does not become the pattern for future issues. The WTA will continue to monitor the actions of the WSD in this and all other areas, to ensure that the rights of members are protected.

If you have any comments/questions on this or any other issue, please contact our office—831-7104.

## Salary Provisions and the Collective Agreement

### By Joan Fransen, Vice-President

The negotiated salary settlement this year was applied in two ways. The first was a percentage increase. This form is the most familiar. The old salary base has a percentage applied to it—in this case 3%. The second way involved a cash adjustment—that is, adding a dollar amount to the base. For example, if the old base was \$1000, adding 3% would change the base to \$1030. Making a cash adjustment of \$400 would change the base to \$1430. The cash adjustment, as stated above, is made to the existing base. It is not the same as retroactive pay, nor is it a signing bonus. It adjusts the base salary and is there forever.

Some members reported confusion in the calculation, likely caused by the fact that the posted rate in the collective agreement reflects what people see on their statement of earnings, while the dental deduction of 1.35% has already been made. In the future, the collective agreement will include both the gross rate and the dental-adjusted rate.

At the end of January, members received retroactive pay for the period of September to December, 2009 inclusive. This amount was the difference between what had already been paid and the negotiated rate which took effect in September. The Association has reviewed the calculations made by the Division for retroactive pay and is in agreement with the results. Keep in mind that in January, CPP and EI deductions are made. (Most members have reached their maximum for both CPP and EI during the summer.) This means that one's January net pay is less than in December. Once the maximums are reached, the deductions will cease. Having them apply to retroactive pay just means the maximum will be reached sooner.

For more information regarding the September rate, check the WTA website, <http://www.wta.mb.ca> and go to the Frequently Asked Questions section.

As of January 1, 2010 WTA members received the second portion of their salary increase. As on the September 2009 grid, the cash adjustment was applied to the steps to create a new base salary. The new amount divided by 12, reflects the monthly salary payment which is reflected on one's Statement of Earnings.

### **January 2010 Net Salary (Dental Deduction of 1.35% has been made)**

Teachers' Scale

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	32449	35954	38925	46880	50259	53222	56329
1	33547	37100	40765	49122	52506	55950	58530
2	35164	38940	42371	51800	55191	58637	61242
3	36778	40789	44947	54494	57876	61321	64364
4	38411	42644	47647	57257	60648	64032	67651
5	40026	44670	50345	60098	63479	67051	70929
6	41619	48365	55114	62935	66318	70219	74207
7				65772	69163	73385	77521
8				68285	72080	76547	80845
9				72385	76424	81019	85338

### School Administrators' Scale

Step	V-Principal Class A	V-Principal Class B	V-Principal Class C	Principal Class 1	Principal Class 2	Principal Class 3	Principal Class 4	Principal Class 5
0	74261	80026	84466	80026	84466	88900	93334	97770
1	79426	84276	88999	84985	89568	94147	98751	103796
2	84588	88526	93532	89944	94671	99395	104166	109818
3	89752	92777	98065	94901	99774	104646	109581	115844

### Area Service Director/Service Director (Special Ed)/Consultant

Step	Area Service Director	Service Director Special Education	Consultant
0	78424	80103	72384
1	85242	86536	79217
2	92058	92969	86048
3	98876	99400	92884

### Laboratory Assistants

Step	Laboratory Assistant 1	Laboratory Assistant 2	Laboratory Assistant 3	Laboratory Assistant 4
0	28152	30052	31942	35103
1	29415	31305	33191	36684
2	30665	32556	34465	38245
3	31942	33834	35718	39820
4	33191	35103	36992	41396
5	34465	36355	38245	42973

<b>Substitute Teachers:</b>	Classes I, II, and III	\$118.15	\$63.40 (Half Day)
	Classes IV, V, VI, and VII	\$164.52	\$88.62 (Half Day)
<b>Adult EAL:</b>	Uncertified to Class III	\$47.45	(Adjusted to reflect inclusion in Dental Plan)
	Teachers in Classes IV, V, VI & VII	\$56.52	(Adjusted to reflect inclusion in Dental Plan)

### Method of Payment

As of September 2010, the method of payment for salaried members will move to twice monthly, each of the twelve months of the year. This means that salaried members will be paid throughout the summer—the middle and last banking days of each month. The WSD has informed us that deductions will be made in the following manner:

Income tax, CPP, EI	Every Pay
TRAF	Every Pay
ADD (accidental death/dismemberment) & Family Life (If Applicable)	2 <sup>nd</sup> Pay
Group Life Insurance	Every Pay
WTA Fee	2 <sup>nd</sup> Pay in September
MTS Fee	Every Pay beginning in October and ceasing at the end of June
Additional Tax Deductions and Canada Savings Bonds (If Applicable)	Every Pay
Parking	2 <sup>nd</sup> Pay
Disability Benefits Plan	Every Pay
Extended Health Plan (Manulife)	2 <sup>nd</sup> Pay
Computer Purchase (If Applicable)	2 <sup>nd</sup> Pay

## WTA Dental Plan

- As of January 1st, 2010 the following changes have been made to the WTA Dental Plan:
- ◇ As of January 1st, 2010, the 2010 Dental Fee Guide is in effect.
  - ◇ There is a deductible holiday for the 2010 calendar year.

### *Quote of the Month*

*A good laugh is sunshine in a house.*

*- William Makepeace Thackeray  
(1811-1863)*



## LOG ON TODAY

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- community program and service information
- secure donations and purchases

**DEADLINE FOR ARTICLES TO  
THE MARCH NEWSLETTER IS:**

**March 3rd, 2010**

### **Electoral Units not represented at the January Council meeting:**

Andrew Mynarski, Children of the Earth, College Churchill, David Livingstone, Grosvenor, Isaac Brock, J.B. Mitchell, Kelvin, King Edward, Lab Assistants, LaVerendrye, Luxton, Montrose, Mulvey, Niji Mahkwa, Norquay, Ralph Brown, Shaughnessy Park

## Reminders...

1. ***Ray Stoyko Memorial Scholarship***—please go to the WTA Website—wta.mb.ca to find an application form for the above scholarship.
2. ***March 18th, 2010 WTA Pre-retirement Seminar***—reminder that the **final** WTA Pre-retirement Seminar is on March 18th. The Application Form for this seminar is on line at the WTA website.
3. ***Maternity, Parental, Adoptive Leave Seminar***—April 8th, 2010—see application form later in this Newsletter.

## Remember...

1. Please send your **original receipts** to Manulife and make a photocopy of the documents for your records.
2. When filling out your ManuLife claim forms please **include your home address** on the form. Failure to do so will result in Manulife forwarding your claim/cheque to the Payroll Department of The Winnipeg School.

### ***Disability Benefits Plan (Long Term Disability)***

Please be aware that your dental plan *ends* with the exhaustion of your sick leave.

*The views expressed in articles in the Newsletter are not necessarily those of the Association*

### ***Retiring...resigning?***

**Please Note:** Requests to rescind intentions to resign or retire have been refused in the past.



## MATERNITY, PARENTAL, ADOPTIVE LEAVE SEMINAR

*Information will be shared on EI benefits, sick leave and SUB Plan Benefits.*

*Date: April 8th, 2010*

*Location: The Manitoba Teachers' Society  
Arnett Auditorium  
191 Harcourt Street*

*Registration/Snacks: 4:30 PM*

*Seminar Start Time: 5:00 PM*

*Facilitator: Nancy Kerr  
MTS Staff Officer*

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**Please fill out the registration form below and FAX back to the WTA office—837-9698 by: Monday, April 5th, 2010**

Name: \_\_\_\_\_

School: \_\_\_\_\_ School Phone #: \_\_\_\_\_

# MTS: The Twists and Turns of Society Staffing

By: Dave Najduch, President

Given what has occurred at the Society over the last few months it would be relatively easy to write an editorial related to the actions of the MTS President and the Provincial Executive in the area of recent staffing issues. Instead, I have chosen to provide the information that I am aware of, in as clear a manner as can be mustered and let you draw your own conclusions.

MTS had an Assistant General Secretary (AGS) whose contract of 5 years came to an end in December 2009. The individual in the position had been a local President, MTS Provincial Executive Member, MTS Vice President and President, MTS Staff Officer and then AGS. This person requested her contract be extended for another 2 years. The MTS President and Provincial Executive did not extend the contract leaving the individual having to look for work in 2010.

Just before the AGS' contract expired in December, a current employee announced their resignation and a MTS Staff Officer position opened up. The job was advertised internally and externally. The interviewing and hiring for this position was controlled by the General Secretary of MTS. The former AGS was hired as an MTS as a Staff Officer by the General Secretary.

I begin this section by indicating that the current MTS President is a former President of the Seven Oaks Teachers' Association. The process to replace the Assistant General Secretary's position begins. The AGS is the second most important administrative position in MTS. The job is advertised internally and externally. The hiring process for this position is controlled by the President and the Provincial Executive. Interviews take place and a new person is hired for the AGS position. The individual is a former teacher, former President of the Seven Oaks Teachers' Association, a Labour Relations Officer for the Nurses' Union and friend of the President. This is the second former Seven Oaks Teachers' Association President hired through the Provincial Executive of the MTS and friend of the President.

While all of the above was going on, the most recent past MTS President was hired by the Provincial Executive in May 2009 as a Staff Officer. This individual launched a civil court action against MTS in November 2009. Based on the bylaws of the Society, he alleges MTS owes him a payout for unused holiday days, a reimbursement for a portion of his car allowance and a service gratuity for his time as Vice President and President of MTS. This staff person is also the same individual who has attended a range of public functions with the current MTS President. This situation took an unexpected turn on January 28, 2010 when the following was sent to local Presidents and PEX members around the province:

***“This is to advise that Brian Ardren is no longer an employee of the Society. We wish him well in his future endeavors.”***

All of the above reflects what has happened in the recent past. A brief look into the future needs to take place as well. In May/June of 2011 the membership will see the two year contract for the current General Secretary expire. The GS is the number one person on the administrative side of the MTS. The Provincial Executive controls the GS hiring process and they will then be in the position of either extending the contract or look for a new General Secretary. At the same time the GS contract expires, the current MTS President's 4 years of elected office comes to an end and the individual will need to return to teaching or find work elsewhere.

If you have an opinion, comment or question about any of this information give me a call at the WTA Office at 831-7104.