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The WTA NEWS

The Power of Internet Video

By: Dave Najdich, WTA President

This past month has seen a mountain of publicity around the world related to an incident that occurred recently involving two of our members. It is not the purpose of this article to review or discuss the specifics of that situation. However, I believe it is safe to say that the outcome would have been different had the incident not become a video event.

I did not have a very clear understanding of the concept of going “viral” until very recently. The idea that a 60-second clip could be seen around the world in a period of a few days still amazes me. It would appear that a minute of bad judgment captured on video and played over the Internet can have devastating effects on the individuals involved as well as their families.

Some things to consider as a WTA member:

1. Be mindful of your conduct at all times. Others will ultimately pass judgment on whether you have been, or are behaving “professionally.”
2. Be aware of cameras and the video world. The Winnipeg School Division has clear policy regarding the use of recording devices in schools. Have a conversation with your administration about the application and enforcement of the divisional policies in your work location.
3. Make yourself aware of your school’s cell phone policy. What is it, and how is it being enforced?
4. Review what you are prepared to do with students in your school setting. The delivery of programming in the classroom is probably a low risk activity. The further you move beyond those curricular activities the greater the potential risk to your job and career.
5. Review what you have “posted” on the various social networking sites you may be involved with. Understand that the text, photos and/or video included in these sites could be subject to the interpretation and judgment of others if the information were to become “public.” The reality is that once you allow access to others, you are giving up control over how the information you posted may be used.
6. Review what you have committed in writing through the WSD e-mail system. Remember that the Division has the ability and will view everything you have sent through your divisional account, if a problem arises. As a general rule, do not e-mail anything that could potentially be judged as “unprofessional.”

These reminders are also the beginning of an internal WTA Executive conversation that will look at many of the issues outlined above. The discussion will include conversations with both the senior administration of the school division and trustees.

If you have any comments, questions and/or concerns, please contact me at the WTA office 831-7104.

Negotiations Update

By: Joan Fransen, Vice-President

This year the negotiations committees have covered the gamut of the negotiation process. The first committee's tasks were extended from last year. When the school year began in September, the table team—a sub-committee of our negotiations committee—met with representatives of the school division to negotiate a new collective agreement for the 2009-2010 year. No sooner had our settlement occurred and the second committee was putting the finishing touches on a package for negotiating the 2010-2011 collective agreement.

In fact, the day after our members voted to ratify the current collective agreement, the committee finalized the next set of clauses. This package has been vetted through the Executive and Council, with the Council making the final decisions to take the package forward taking place at Council on March 16, 2010.

The process will be similar to that of last year. Our collective agreement states that we are eligible to send a letter of intent to amend the collective agreement in April. At some point after that, the WTA and WSD will establish meeting dates. Our usual practice has meant that this occurs in the fall. Only time will tell whether we come to a quick agreement at the table or whether negotiations go through the stages of mediation and/or arbitration. These are always possibilities.

As local bargainers we are able to tailor our clauses to address the concerns of our members. The WTA holds the bargaining certificate of its members. This means that we negotiate with our employer directly rather than through a provincial bargaining process—variations of which are employed in other provinces. When we have local issues, we have the ability to address them in a timely manner.

Some committee members have been involved in collective bargaining seminars promoted by The Manitoba Teachers' Society. The Summer Bargaining School is a three day training session which gives committee members the opportunity to participate in a simulated round of negotiations which includes package preparation (writing clauses) and negotiating at the table. The Fall and Spring Seminars give members the opportunity to hear economic updates, discuss common concerns, and gather information for local use.

Special mention and thanks to the Negotiations Committee members for their efforts and expertise. This committee will remain in place until a settlement is reached.

Melinda Guenther-Balodis
 Kristin Insull
 Cam Menzie
 Chris Pammenter
 Joan Fransen, Chairperson

Shahram Hakimelahi
 Pat Lewicki
 Dave Najduch
 Kevin Zuk
 Henry Shyka, WTA Business Agent

Nathan Martindale, Guest

Facilitating Student Success

by Tracy Stutzke, WTA Secretary

During the week of Feb 16-19, I was fortunate to attend an amazing conference on Youth at Risk, put on by NAREN (National At-Risk Education Network). The conference's whole focus was identifying ways to help at-risk students become successful in the school system. There were many knowledgeable presenters that have achieved success in their classrooms and areas of specialty. The information passed along to the participants at the conference had practical applications and were easily implemented into your everyday routine. Most of us are actually doing these skills each day.

Topics included but were not limited to the following: facilitating humour into everyday lives for students and staff, preparing At-Risk youth for the work place, re-connecting dropout youth, brain-inspired ways to understand and respond to poverty and students at-risk, adapting effective practices from alternative schools to your classroom, listening to the whole child, compassion fatigue and burnout and managing youth misbehaviour.

One of the sessions I attended focused on adapting practices from Alternative schools to your classroom by Meryl Greer Domina. The information she presented correlates very well with the Assessment for Learning practices that we embrace in our classrooms. Some highlights of Ms Domina's presentation are as follows:

Positive and Caring Teacher and Staff Behaviours and Attitudes are needed to develop important relationships with students:

- Everyone working with students needs to be warm, caring and welcoming;
- Be respectful and recognize human dignity of all students;
- Teach and encourage appropriate behaviours;
- Offer choices that lead to positive results;
- Listen, empathize, validate, share, problem solve, enjoy, use humour;
- Support and trust students;
- Treat students as you treat adults to achieve the best;
- Have high expectations, believe they will succeed;
- Include all students-even reluctant ones-in all discussions through opinions;
- Reframe difficult characteristics into positive attributes; and,
- Celebrate even small positive steps and achievements!



Deliver Curriculum through empowering instructional practices that foster student change and growth:

- Give students control over their own learning through choices in materials, topics and products;
- Build on prior knowledge through discussion;
- Before discussions use journaling or “pair and share” techniques;
- Use lots of discussions, ask unprepared students their opinions to include & encourage;
- Allow students to use art and multiple intelligence strengths;
- Use hands-on experiential learning;
- Encourage group work, peer tutoring;
- Offer individual attention and scaffolding help as needed;
- Fill in gaps students have in academic knowledge and skills;
- Teach, model and encourage good work habits, study skills, problem solving, social communication, and social skills;
- Find ways to connect all topics and skills to students’ lives;
- Use speakers from the community to show knowledge & skills being studied relate to adult life;
- Acknowledge effort and results-post work where it can be seen or put in a form in which it can be shared;
- Structure units around a few important concepts;
- Give students leadership roles in class.

In each session I attended the over-whelming message delivered was that teachers care and what we do makes a difference.

Each day we touch the lives of our students in many different ways. I hope some of the points of Meryl Greer Domina will be useful in your classroom. I know that we practise many of them each and everyday. If you would like any further information regarding the conference please feel free to contact me.

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

April 7th, 2010

Electoral Units not represented at the February Council meeting:

Andrew Mynarski, Children of the Earth, Dufferin, Garden Grove, Glenelm, Isaac Brock, Lab Assistants, Luxton, Mulvey, Prairie Rose, R.B. Russell, River Elm, Riverview, Substitutes, Support Services

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

TIPS IN SUBMITTING CLAIMS UNDER YOUR MANULIFE GROUP EXTENDED HEALTH CARE POLICY 98240

- **Original claim receipts are always required.** Copies will not be accepted (other than when Manulife is the second payor.)
- **Prescription Drugs:** there is a \$1200. threshold for drug expenses incurred in each Pharmacare benefit year (April to March) for an insured or family **under age 65**. Reimbursement of drug claims will cease once Manulife has paid \$1200. At that point, the claim is returned and the insured **must** apply for Manitoba Pharmacare. **Once application has been made, resubmit the claim to Manulife with a copy of the Pharmacare application. Your annual deductible will be entered on the system and future claims for the year will continue to be paid until the deductible is reached. To avoid payment interruption it is suggested that everyone make application.**
 - ⇒ *Threshold for insureds age 65 or over is \$800 before they must forward their Pharmacare Form to ManuLife.*
 - ⇒ *Pharmacare applications are available at any pharmacy.*
- **For all Practitioners: i.e. Physiotherapist, Athletic Therapist, Occupational Therapist, Speech Therapist, Massage Therapist, Audiologist, Psychologist, Chiropractor, Chiropodist/Podiatrist, Osteopath, Naturopath and Dietician.** Be sure that the receipt clearly indicates the Practitioner's Provincial registration number and their designation:
 - e.g. **Chiropractor** - D.C. (Doctor of Chiropractry)
 - Massage Therapist** - R.M.T. (Registered Massage Therapist)
 - Psychologist** - (Ph.D. in Psychology)
 - ⇒ *Some generic receipts do not always indicate this information.*
 - ⇒ *This information will be necessary on each claim.*
- For **Chiropractic services** incurred prior to reaching the maximum under Manitoba Health (first 12 visits in a year), **ensure** that the Chiropractor's receipt clearly specifies that the charges are for services **not** covered by Manitoba Health, i.e. '**non-insured services.**' These may include x-rays, examinations, pre- and post-treatment evaluations, instrumentation and adjunctive therapies.
- **Orthotics** (\$400. per three (3) calendar years): due to fraudulent practices by some suppliers in recent years, Manulife has been forced to tighten the requirements for reimbursement of this benefit. The following documentation is required with each claim:
 - From the physician/practitioner:**
 1. A copy of the recommendation or referral from the prescribing physician, podiatrist or chiropodist, which includes the medical condition(s) necessitating the use of orthotic appliances.
 - From the supplier:**
 2. Copies of the biomechanical examination and gait analysis performed.
 3. Complete description of the process used to create the orthotics, including the casting technique and the raw materials used.
 4. Confirmation that the orthotics have been paid in full (supporting receipt) or confirmation that the patient has received the appliances.

Manulife Group Extended Health Care Tips for Submitting Claims cont'd.

Out-of-Country Travel/ManuAssist [9505] (*for active members only - not retirees*):

For medical expenses in excess of \$200:

In the event you or your dependents incur over \$200. in expenses, contact ManuAssist via the toll-free number on the reverse of your *blue* card (active members only.)

- ⇒ The caller provides ManuAssist with the **Employee's** name, policy, certificate number and the imprinted ID number on the card (9505).
- ⇒ ManuAssist will confirm your group coverage with Manulife and arrange for the payment of medical expenses (provided they were contacted before the expense was incurred.)
- ⇒ You will be asked to sign an authorization form, allowing them to coordinate payment of the claim on your behalf through Manitoba Health and your Manulife plan.

For medical expenses under \$200:

- ⇒ Pay for the expense and obtain receipt.
- ⇒ When you return home, submit claim to Manitoba Health.
- ⇒ Once reimbursement is received from the Provincial plan, submit 'Out-of-Province/Out-of-Canada Health Claim' form to Manulife, accompanied with copies of receipts and the statement from Manitoba Health. Manulife will pay the remaining balance of eligible expenses.

Please refer to the ManuAssist brochure that you received with your card for further details on this benefit.

As of March 1st, 2005 eye examinations, every two years, have been added to the Manulife Extended Benefit Health plan **for active members only.**

(1) **Paramedical Practitioners**

- ✍ Athletic, Occupational, Physio Therapy - combined maximum **\$750** per person, per calendar year for both practitioners combined
- ✍ Audiologist - **\$500.** per person, per calendar year
- ✍ Chiropractor - **\$500.** per person, per calendar year
- ✍ Dietician - **\$500.** per person, per calendar year
- ✍ Massage Therapist - **\$500.** per person, per calendar year
- ✍ Naturopath - **\$500.** per person, per calendar year
- ✍ Osteopath - **\$500.** per person, per calendar year
- ✍ Podiatrist or Chiropodist - **\$500.** per person, per calendar year
- ✍ Psychologist - **\$500.** per person, per calendar year
- ✍ Speech Therapist - **\$500.** per person, per calendar year

(2) **Prosthetic Appliances and Miscellany**

- ✍ Surgical brassieres and breast prostheses, **\$400.** per single prosthesis or bra, per calendar year
- ✍ Expenses associated with the purchase and installation of hearing aids **\$1000.** every 5 calendar years



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*

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 #: _____