



**INTERLAKE
TEACHERS' ASSOCIATION**

ITA Today

A roundup of news and reminders, upcoming events, deadlines,
MTS info, talking points and more. Any questions should be directed to
president@ita.mbteach.org

Issue No. 6 | Fall 2023

A NEW HOPE?

I hope this fall edition of the ITA Today finds you well. And what a fall it is and was... (Please indulge the Star Wars fun with this one... here goes):

A BLUE HARVEST REAPED AN ORANGE NEW HOPE:

October 3 marked a day of change in Manitoba, and we cautiously hope, for Manitoba Teachers. (But the Death Star does get re-built, several times....) This new face of government includes more women, BIPOC, 2SLGBTQIA+, and members of other equity-deserving groups than we have ever seen. [The Education Mandate Letter](#) (click to read) from Premier Kinew to Minister Altomare reflects the tireless efforts spanning several years, of MTS staff and educators on the front-lines. They were listening... now we have to take them to task. Teachers know what is best for their students and schools. We will continue to advocate for the necessary supports to address workload, well-being, and help you hone your craft.

WE HAD TO ENDURE EPISODES I - III: This next year will have its growing pains. A new funding model, review of policy, and collaboration with education partners will take time to get it right, ... and it should. But know that you have a responsive MTS supporting you; bargainers that have their heads down negotiating hard for you; and an active ITA creating new ways of connecting with you to direct our work. Reach out and be well. Yours in solidarity.

THE FORCE AWAKENS

Thank you to this group below who is creating both short-term and long-term goals for members and setting the vision of the ITA. In September, we were led in a PATH by Mark Lawson - Principal of Balmoral School. We set 3 priorities for the local over the next 2-3 years:

1. Building Connections - both internal and external.
2. Strong Union - improve advocacy & engagement.
3. Advocating for PD - meaningful and relevant, both from ISD and new offerings from ITA.

Look for a local survey, pulse polls and opportunities to engage with the ITA and its committees coming soon.

ITA 2023-24 Executive:

President: **Cathy Pleskach**

Vice-President/ESJ: **Susan Hannah**

Treasurer: **Rebecca Good**

Secretary: **Ashleigh Norberg**

Bargaining & Benefits: **Ross Ledochowski**

Indigenous Voice: **Kathy Simcoe**

Professional Development: **Lindsey Weber**

Public Relations: **Sheila Anderson**

Workplace Safety & Health: **Christie Crow**

Member-At-Large/ESJ: **Becky Pritchard**



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www.interlaketeachers.ca | president@ita.mbteach.org

Dates & Critical Issues...

Resignation/Retirement dates: Teachers have until **November 30** to give notice of resignation or retirement effective Dec 31.

Provincial Bargaining Update:

Members can access the Bargaining Updates in their My Profile account at www.mbteach.org. **Every article being discussed is there for you to read.** Article details are not shared to avoid compromising the bargaining process. If you compare Update #4 to Update #5, you will see progress is being made. If you do not have a My Profile account, you will be unable to vote on any new collective agreement as the ratification ballots will likely be sent electronically. Go now!!!
SOME FAST FACTS:

- MTS is bargaining with MSBA for one provincial collective agreement for all MB teachers (Except DSFM - which has a separate team still led by MTS. They are still negotiating.)
- In June 2023, MTS declared impasse and filed for arbitration. However, both sides have continued to bargain as they prepare for arbitration. No dates have been set, and the hope is bargaining may still reach an agreement.
- We remain under our last agreement which expired in June 2022 until a new one is in place.
- Terms of reference:
 - "In-dispute" means the two sides are talking about it.
 - "Employer rejects" means the other side may not have a counter at this time. Does not mean a hard no.
 - Terminology note for members: MTS is bargaining a collective agreement. A contract is something you signed with ISD at the start of your employment.

BILL 35 Update: Recall this is the bill that creates an all Teacher Registry and any misconduct or disciplinary action. The new government has not worked on nor repealed it. [LINK](#)

[LINK to Sign up for MTS Committees - Great PD!](#)

[LINK to MY PROFILE](#)

Raise Your Voice

Members can access many conferences, seminars and learning series at MTS. Click on each title below or go to www.mbteach.org for a complete list.

Colour of Courage

LEADERSHIP SYMPOSIUM



FemLightenment
SERIES | 2023/2024



Workplace Safety & Health Training

For Principals, Vice-Principals and Other School/Divisional Supervisors



THE MANITOBA TEACHERS' SOCIETY

www.mbteach.org | Phone: 204-888-7961 Toll Free: 1-800-262-8803

Cathy Pleskach
ITA President
(204) 792-8406

Member Services...

Benefits: Members can access many benefits through the health and dental plans. These are over and above what Humanacare provides. Details and amounts of coverage for the ITA specific plan can be found [HERE](#). Select from Health, Dental or Life; scroll down to Interlake; select Teachers.

*NEW as of 2023

- up to \$1500/year for Mental Health Practitioner coverage.
- up to \$1000/year for CPAP machines or insulin pumps.
- You may be missing out on savings, services or care for you and your loved ones!

MTS HUMANACARE:

Through HumanaCare, MTS members and eligible family can receive one-on-one counselling, as well as an array of support services. These include family, relationship, grief and bereavement counselling, as well as support for substance use, depression, work related stress, diet and nutrition, even legal and financial counselling.

To request services 24/7 any day of the year, connect by calling 1-800-661-8193 or online at www.humanacare.com/mts.

MTS Staff Officer - Teacher Welfare: Recall if you are in need of advice regarding workload, benefits, rights, WSH, or inter-personal conflict, you can **contact your local President, Cathy Pleskach**, at president@ita.mbteach.org. You can also contact a staff officer. All conversations are confidential, and you do not have to take any action. You can simply ask questions or get advice or help interpreting policy or agreements.

Indigenous Voice & Action:

ITA has initiated a committee dedicated to IVA. The inaugural meeting is Nov. 29. Stay tuned for outcomes of this work including Elder & Knowledge Keeper protocols for schools.

ITA QUIZ NIGHT: MARK YOUR CALENDARS!!!

Thursday, February 1, 2024: THEME - SUPERHEROES

Grosse Isle Hall: Doors open 6 pm, quizzes start at 7pm.
Open to all ISD employees from your school staffs!



From the Desk of the President:

Much of my work entails helping members work through inter-personal conflict in the workplace. Whose role? What policy? Where do I turn? What are my rights? Can you talk to them for me?

Here are a couple of reminders when dealing with difficult relationships:

- As often as possible, in my experience, most issues could be resolved sooner and reach less intensity if members would simply talk to each other first. The Code of Professional Practice states you must speak to your colleague before going to your supervisor.
- Quiz time: What is the only scenario when you do not have to go to your fellow member first? Answer: When it is harassment. You may go to your supervisor to resolve the issue or file a complaint. See [ISD AP 4100](#). Call me for help on this.
- If you are a parent but also a teacher and you need to speak to your child's teacher, reminder... you are always a teacher first and must respect the code and your colleague. You can never remove your teacher hat. You are a parent second. Suggestion: If possible, have the other parent have the conversation.



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