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COLLECTIVE BARGAINING UPDATE:

On February 15, 2021, the Pembina Trails arbitration board issued a unanimous award. Significant gains were made on the association's three key proposals of economic protection, defined job expectations, and job security. This award is unprecedented for teachers.

Here are the highlights:

1) Effective Period / Salaries

July 1, 2018 to June 30, 2022 (4 years) with the following increases:

- July 1, 2018: 1.6%
- July 1, 2019: 1.4%
- July 1, 2020: 0.5%
- July 1, 2021: COLA as per Statistics Canada's 2021 inflation rate

This award is now the pattern. Incorporating inflation protection in an interest arbitration award through a Cost of Living Adjustment formula is a breakthrough in Manitoba teacher collective bargaining.

Some COLA/inflation points:

- MTS has stated that financial experts forecast the 2021 rate of inflation to be near 1.6%. However, it is only February.
- It has consistently been near 2% for the last 30 years.
- The 1930's saw the last negative inflation rate.

2) Term Contracts

Restrictions to what can be posted as and the use of term contracts.

3) Assignable Time

Restrictions on the length of the "Instructional Day" in the Pembina Trails School Division:

- Maximum 5 hours and 50 minutes in each high school
- Maximum 5 hours and 45 minutes in all other schools

Notes:

- "Instructional Day" is defined as school bell start to end of day.
- Reasonable supervision can be added on top of instructional day.
- The instructional day does not include the lunch period or the statutory obligation of teachers to be on duty at least 10 minutes before the morning session and at least 5 minutes before the afternoon session begins.

[See the full PTTA Award – HERE](#)

WHAT'S NEXT: Your ITA Collective Bargaining team is assembled, our presentation ready, and we are working with MTS staff toward negotiations with ISD. We will keep you informed as we are able.

YOU ARE INVITED TO BE PART OF THE BILL 45 CONVERSATION:

What? Bill 45 – The Public Schools Amendment Act and Manitoba Teachers' Society Amendment Act.

- **It is impactful that our union's name is right in this act.** Among other items, it moves teachers from the current system of local bargaining to a single-tier model of provincial bargaining. [LINK to BILL 45](#)
- Bill 45 has received first reading, is expected to receive second and third in the spring sitting (begins March 3). It then requires royal ascent and proclamation to become law.
- All Manitobans have the opportunity to apply to speak to Bill 45 (or any bill) at the legislature. MTS is advocating for as many members who wish to speak to apply. See some concerns and the process below.

Why? Concerns over Bill 45

- It incorporates a division's ability to pay into the arbitration process. This impedes the neutrality of an arbitration award, as MB Gov would have the right to repeal/reduce any monetary/salary award.
- This bill would force the arbitrator to disclose financial implications but not any other implications on the working conditions of teachers or students. Providing a one-sided explanation is unfair. If the arbitrator is required to justify some aspects of the award, then the arbitrator should be required to justify all.
- MTS teachers do not have the ability to strike. Our only recourse when negotiations are at impasse is binding arbitration. If that process is compromised by Bill 45, this would put us at a clear disadvantage.

How? [Make an oral presentation](#) - You must register by calling the Office of the Clerk (204) 945-3636. Each presenter is allowed a maximum of 10 minutes to make an in-person, oral presentation, and an additional five minutes to respond to questions from members of the committee. ISD trustees have applied to present. MTS and staff will be presenting on behalf of ITA and all locals, but you can also use your voice.

[or a Written Submission](#) – Send to: Clerk of Committees Room 251 – 450 Broadway Winnipeg MB R3C 0V8, fax (204) 945-0038, or email to: committees@leg.gov.mb.ca. Written submissions must be received before the committee considering the bill concludes its deliberations so that it may be provided to committee members.

[FOLLOW THIS LINK](#) to the **complete process outlined in the Jan/Feb *MB Teacher***, pg. 18 - 21

MATERNITY/PARENTAL LEAVE: Are you planning to take maternity and/or parental leave? There are two sources that define a teacher's right to maternity and/or parental leave – the Employment Standards Code and the collective agreement. The Code provides for minimum standards applicable to all employees, while the collective agreement may provide for enhanced rights.

If you have questions regarding any provisions of maternity and/or parental leave please contact MTS Staff Officer **Ashleigh Deeley Michaluk** at Phone: 204-831-3065/1-866-494-5747 (ext. 232)
Email: amichaluk@mbteach.org

Watch our Maternity & Parental Leave information video

View our Maternity & Parental Leave booklet

Upcoming Virtual Maternity and Parental Leave Seminars 4:30 PM to 5:30 PM:

Tuesday, March 23, 2021

Tuesday, April 27, 2021

Tuesday, May 25, 2021

Tuesday, June 15, 2021

Please email amichaluk@mbteach.org to register.

BENEFITS: Pension Sustainability Seminar for ITA, Thursday, March 18, 2021 4:30 to 7 pm.

The seminar is specific to the long-term sustainability of your pension and some projections on what it will resemble if some benefits change. **Register for this virtual session online** at www.mbteach.org. If you have not yet signed up for **TRAF Online Services**, you can register through the website at www.traf.mb.ca.

NOTICE OF CALL FOR THE ANNUAL GENERAL MEETING OF THE INTERLAKE TEACHERS' ASSOCIATION

- The 2021 ITA Annual General Meeting will occur by email vote, similar to last year.
- A list of items requiring member approval will be posted to the website by March 22, 2021. This list will include required business of the organization such as budget, setting of fees, and election of officers for the 2021-2022 ITA Executive.
- ITA members will have until Tuesday, April 20, 2021 at 4pm to vote on all items requiring approval. The voting link will be sent to the address you have listed in My Profile at www.mbteach.org. Please ensure your My Profile email is correct, or you may not receive the required link to vote.
- Members may submit AGM questions to president@interlaketeachers.ca. Questions and responses shall be posted to the ITA website for members to view.

ITA Supports *I Love to Read Month*:



In celebration of *I Love to Read month*, the ITA is donating a book to each school library in our division. Two specific books were chosen because of their messages of hope. Middle and High schools will be given a book called *The Road Not Taken* by Robert Frost and Vivian Mineker. Our Elementary and Hutterian schools will receive a book by Theresa Trinder called *There is a Rainbow*.

Our dedication in each book recognizes that our students are making history as they navigate learning alongside each other in the COVID-19 pandemic. The dedication includes a message of encouragement and support on behalf of all teachers and principals of the Interlake Teachers' Association.

Watch for them to be delivered soon! If you're interested in learning more about the books, here are two links for you to review. [There is a Rainbow](#) [The Road Not Taken](#)

Warm Regards,

Sheila Anderson
Public Relations, ITA

WOMEN IN LEADERSHIP SYMPOSIUM MARCH 5 & 6, 2021

LEAN IN, LEAD ON | BUILDING CAPACITY, CONFIDENCE AND VOICE



The Manitoba Teachers' Society is proud to host the annual Women in Educational Leadership (WEL) Symposium. This year, the Society has partnered with EventMobi, a virtual conference platform, promising to provide opportunities for video-networking and more! This virtual symposium will provide an opportunity to network, dialogue, collaborate, and share experiences as women in leadership roles, formal or otherwise. Be prepared to laugh, learn and be inspired.

FEATURING: Dr. Betsy McGregor, Carinna D'Abramo Rosales, Cheryl Chuckry, Alexa Joy, Jennifer Gurke, Isha Khan and Danielle Fullan Kolton, plus panelists of leaders from around the province.

\$50 for Members - [Click here to register](#)

Women in Educational Leadership Symposium – [Program LINK](#) / [Poster LINK](#)

MTS Ad Campaign continues - “Picture this: My classroom. Our future.”

Click [HERE](#) for more info and the radio ad from MTS President – James Bedford

Look for ads on print, radio and social media near you!

#useyourvoice. Check out @mbteachers or @InterlakeTA. Re-tweet, post and share your story and pictures. Spread the message that years of inadequate education funding is unacceptable. How have your classroom and students been affected?

How have you been asked to do more with less?

COVID dashboard for schools - <https://manitoba.ca/covid19/schools/#dashboard>

Information about COVID-19 cases in Manitoba schools is available on the province's online dashboard.