



Garden Valley Teachers' Association

The Apple Core

June 2017

Upcoming Events

- June 21st—National Aboriginal Day
- July 15th—Steinbach Pride Parade, 11:00 am to 2:00 pm in Steinbach
- September 16th—Portage la Prairie Pride Parade, 10:00 am to 1:00 pm in Portage
- September 16th—Thompson Pride, 11:00 at PD Parker Collegiate in Thompson

President's Address

Greetings again, fellow GVTA-ers!

Here we are in the final weeks. May you have the strength and energy to finish well the course. Thanks to every who attended our AGM on May 30th. Your involvement on this day is crucial for a couple of reasons. We need to pass a budget and set your fees for the next school year. This is your chance to question, have input, and potentially alter the way in which the GVTA does business on your behalf. You can direct us to more initiatives, or less, and impact the activities we undertake. In addition, we potentially undergo policy and constitutional changes, and these also direct our activities and our beliefs.

At AGM, we also elect or appoint the people who will be doing the work on your behalf. This year, we are saying goodbye to Walter Fehr (BVS), Laura Unger (WES), Josh Neufeld (JRW), Jacqui Kusnick (ECS), and Dale Martens (NPC) from the GVTA Executive, and we welcome Melanie Urichuk (GVC), Kelsey Dyck (JRW), and Marty Siemens (BES) on for the coming year. We are sad to see those go that are leaving, particularly Dale who has served you for 19 years, but we wish them all the best, and are excited for those that will join us to continue the good work that is being done.

We still have openings on the executive for a Professional Development Co-Chair, Employee Benefits Co-Chair, Vice-President, and WES Member-at-Large. If you are curious about becoming a part of the group that is doing this valuable work and what these positions are responsible for, please be in touch with me.

Finally, there is a legal obligation for our work to be approved by the members that we serve. Our constitution mandates that unless 35 or more teachers are in attendance, our meeting, budget, membership fees, bylaw changes, policy updates, and elections are not official. It can be a real hindrance to the executive and to every teacher if we do not have sufficient support at the AGM to change how we work on your behalf, not to mention the approval of who is doing the valuable work that needs to be done. Please consider joining us in future years at this significant event.

With regards to the Dental Plan: Normally, dental premiums are determined using a 3-year average. Although GVTA only has one fiscal year so far, Bill 28 was not expected and has required us to review premiums earlier than expected. Dental premiums increase by the same percentage applied to salary increases. Currently, the plan has a 2.2% surplus, which was

continued on the next page....

expected. Blue Cross recommends a minimum surplus of 20%. Each year, the Province raises the dental fee guide (prices associated with dental procedures). Normally our salary increase is enough to offset the increase to the dental fee guide but without the normal expected increases to premiums – a side effect of Bill 28 - we are at risk of creating too large of a deficit to pay for member claims. It is recommended that we increase our dental premiums by an additional 1.5% this September and again in January, for a 3% increase in fall and again in January to create a buffer. The alternative is that there could be premium increases in the following two years when we receive no salary increases, which would mean smaller paycheques in those years than in the year(s) previous. Based on this information, the executive has seen fit to raise our dental premiums but 3% in September 2017, and an additional 3% in January 2018. This should hopefully be enough to offset any negative effects that Bill 28 may have on the dental plan. As premiums come off our paycheck before taxes and other deductions, this required the necessity of creating new salary grids for these two timeframes. For your convenience, those grids are attached to this edition of *Apple Core*. This work has just been done in the last ten days, so this agreement has not yet been officially verified and signed, but it is expected that that will happen in the coming days as preparation for the fall. Any questions you have on this matter can be directed to Sarah Coates (sarah.quickfall@gvscd.ca) at GVC or myself.

Finally, I thank you for your support over this first year of my presidency. I have appreciated your feedback, seeing you in your schools, and the opportunity to represent you both locally and provincially. I look forward to increasing in knowledge and serving you better in the coming year. If you have a need arise over the summer months, I can always be contacted in the usual ways. Do not hesitate to be in touch.

All the best to you and yours as we approach this time of rest and rejuvenation,

Joel
204-384-5635
gvtapresident@gmail.com

MTS EDUCATOR ASSISTANCE PROGRAM

(submitted by Dale Martens)

The MTS Educator Assistance offers counselling services on a wide range of issues – both professional and personal. The counsellors are professional, experienced, and confidential. Below are examples of the issues they might help a person deal with:

- Dealing with changes.
- Coping with loss, separation, divorce.
- Recognizing and addressing burn-out, depression, stress, anxiety.
- Addressing relationship concerns – both personal and professional.
- Dealing with harassment or abuse.
- Managing emotional trauma from work or other situations.
- Helping with addictions.

EAP can be contacted at 1-800-378-8811. You could also email Valerie Green, the program coordinator at vgreen@mbteach.org. For more information on the Educator Assistance program, go to the MTS website and look under the “Health and Benefits” banner.

MTS AGM REPORTS

From May 25–27, the Manitoba Teachers' Society held their annual general meeting in Winnipeg. Teachers from across Manitoba come together to discuss the work of the Society, as well as make and vote on resolutions that guide it. Garden Valley Teachers' Association sends 6 delegates and one alternate to the three day event. Participants discuss and vote on resolutions, hear reports, listen to guest speakers and vote for President and Provincial Executive. Here are reports from three of the participants:

The 2017 MTS AGM was three days of action, emotion and learning. I found myself exhausted yet excited for more at many points during the three-day conference. One of the things that stood out for me was the presentation by Mary Cathryn Ricker. Like many in the room I sat captivated while she spoke of the importance of sharing your story, of fighting forward not backwards and the importance of standing together. Although from the US, Cathryn recognized that our stories in education are running similar paths and we are facing challenges ahead.

The other major feeling that I took away from this year's AGM was pride. I am proud to be part of an organization that believes in education and that what each one of us does every single day means something. It was an unreal feeling to be sitting in a room hearing the message that I am worth the fight.

The resolutions are also an interesting part of MTS AGM. This year I felt that many of them revolved around equity and the language we use in our meetings, information gathering and even curriculum. Resolutions were passed to further the work The Society is already doing to be inclusive to all and I believe we are forward thinking on many issues facing individuals belonging to for example, LBTTQIA and Indigenous communities.

-Sarah Coates

Being involved at the AGM was a great experience in learning what we value as a union and how the larger society operates. Since this was my first time, I quickly had to learn the rules of order, times that would prove most effective in raising a question or concern, and what types of solutions and changes are valued. After attending the MTS AGM it is clear that GVTA is in a good place. GVTA is close to gender equality in our leadership positions, we have a president with a great deal of experience, we are able to disagree while still supporting one another, and we are pretty good at making lunch plans now. Some steps to take before next year's meeting is to ensure GVTA drafts a resolution about streamlining signup for the magazines, set a target amount to have in our reserve fund, and ensure all members are on MyProfile.

-Mike Urchuk

- Attended the LGBTQ* Caucus – provided with materials to support LGBTQ* students and teachers within our Public Education system.
- Learned about the variety of acronyms serving the LGBTTQ* community such as GLOW.
- Witnessed the Young Humanitarians – Always an inspiring event
- Heard our Education Minister – Ian Wishart – speak on supporting education
- Listened to a rousing speech by American Federation of Teachers' – Mary Catherine Ricker – on the patterns for causing change to education:
- Providing inadequate Public Education funding – below needs, below inflation rate
- Freezing Salaries
- Freezing Infrastructure construction
- Removal of Class Size Caps
- Sat through all sittings of the Provincial Executive Meeting exc. Saturday
- Recognize that our Society and Association commitments need to be heightened to protect Public Education

-Rick Schroeder



National Aboriginal Day

Madam, Sir:

June is National Aboriginal History Month and June 21 is National Aboriginal Day, special opportunities for all Canadians to gain a greater knowledge and understanding of First Nations, Inuit and Métis cultures, traditions and their contributions to Canada.

This year, with Canada celebrating the 150th anniversary of Confederation, there is an opportunity for all Canadians to come together. It is also an opportunity to acknowledge the resilience and pride of Indigenous peoples and their cultures. As Canadians, we need to move forward together on the road to reconciliation so that we can leave a proper legacy for future generations over the next 150 years. You can find information about some of Canada's Gestures of Reconciliation here.

We encourage all Canadians to honour the shared history of Indigenous and non-Indigenous people in Canada and to build an understanding of how the past has shaped our present. Together, we can move to a better future for all Canadians.

What can you do for National Aboriginal Day?

- check for National Aboriginal Day **events** near you;
- order National Aboriginal Day information **products** for kids (puzzles, temporary tattoos and more) for events;
- request a pdf to print and display a **National Aboriginal Day poster; activity guide and other awareness products**
- download a **ringtone** or **wallpaper** on your digital device to show your support;
- use **#NADCanada** to join the conversations on **Twitter** and **Facebook** and tag photos on Flickr to share the celebration;
- watch National Aboriginal Day information videos on the INAC **YouTube channel**;
- visit **Flickr** to see National Aboriginal Day from across Canada; and
- learn more about **Canada's Gestures of Reconciliation**.

Consult **NAD.gc.ca** for more information, including downloadable resources and suggestions for activities and events near you.

Join us in this celebration! Follow us on **Facebook** and **Twitter** to participate in the conversation and share your celebration.

Sincerely,

Peter Edwards
Director General, Communications
Indigenous and Northern Affairs Canada



1. **Our 2017-18 Elected Executive:**

President	Joel Swaan (PKD)	
Vice-President	Vacant	
Past-President	Rick Schroeder (NPC)	
Treasurer	Rhonda Peters (NPC)	
Secretary	Mary Eberling-Penner (PCS)	
Collective Bargaining	Chair	Mike Urichuk (ECS)
	Co-Chair	Sarah Coates (GVC)
Education Finance	Chair	Anny Froese (PDS)
	Co-Chair	Rick Schroeder (NPC)
Employee Benefits	Chair	Gwen Heinrichs (DO)
	Co-Chair	Vacant
Equity & Social Justice (incl. Indigenous Education Chair)	Chair	Joe Lindhorst (NPC)
	Co-Chair	James Driedger (NPC)
Professional Development	Chair	Raffaele Bagnulo (NPC)
	Co-Chair	Vacant
Public Relations	Chair	Karla Rootsaert (SWD)
	Co-Chair	Joanne Unrau (HFS)
Social / Wellness	Chair	Caitlin Parr (GVC)
	Co-Chair	Melanie Urichuk (GVC)
Workplace Safety & Health Liaison	Marty Siemens (BES)	
Member-at-Large	Jacquie Mitchell (SUB)*	
Member-at-Large	Kelsey Dyck (JRW)*	
Member-at-Large	Vacant (WES)*	
* Needed only if the other three vacancies are not filled by members of those schools/administrative units.		

2. **Our 2017-18 Membership Dues:** Motion passed to keep 2017-18 GVTA dues at \$15/month (\$180/year)

3. **Next Meeting:** Fall 2017



1. **MTS AGM** – Rick Schroeder (NPC), Mike Urichuk (ECS), Anny Froese (PDS), Sarah Coates (GVC), Raffaele Bagnulo (NPC), Joe Lindhorst (NPC), and Joel Swaan (PKD) represented GVTA at the Manitoba Teachers' Society's Annual General Meeting on May 25-27, 2017. Here are some of the outcomes:
 - a. South Central Region is currently: Border Land, Garden Valley, Hanover, Portage la Prairie, Prairie Rose, Prairie Spirit, Red River Valley, Sandy Bay, Seine River, Western. The new region as of next year will be Garden Valley, Park West, Portage la Prairie, Prairie Rose, Prairie Spirit, & Western
 - b. Much work was done for Substitute Teachers, to acknowledge that they can vote for contract ratification in every division they work, but that they can only run for election and vote for elections in one division each year
 - c. Resolution to increase salary for MTS President & Vice-President was defeated
 - d. Resolution to keep two-term-serving President on as Past-President for 1 year was defeated
 - e. Updated bylaws to allow for merger of locals
 - f. Special meeting of prov. council can now be called by 2/3rd+ of locals representing 2/3rd+ of MTS membership (up from 30% of locals representing 30% of membership, from 5 locals in 4 regions)
 - g. Provincial funding for local presidents to attend and observe Provincial Exec meetings was defeated
 - h. On-the-job injury Belief Statement was updated to include psychological injury
 - i. MTS will financially support up to two additional regional Presidents Meetings per year (up from 3)
 - j. MTS will recommend to Manitoba Education and Training that curriculum outcomes related to sexual identity, sexual orientation, gender identity, gender expression, and family configurations specifically include LGBTQ* individuals and families, and recognition that representation of these topics recognize their non-binary and culturally diverse nature
 - k. MTS will advocate for the re-constitution on the Advisory Committee on the Funding of School Program
 - l. MTS will lobby the Minister of Education and Training to withdraw from participation in Programme for International Student Assessment (PISA), Trends in International Mathematics and Science Study (TIMSS), and Progress in International Reading Literacy Study (PIRLS)
 - m. MTS will lobby the Minister of Education and Training to review and renew curricula and approve education resources that are inclusive of indigenous ways of knowing
 - n. MTS no longer promotes or supports 'We Day' as 'We Day' does not promote, support, or include a model of social justice that the society identifies as effective in advancing social change (Support was a booth and a photographer; this does not limit schools, teachers, or students in attending)
 - o. MTS will lobby the provincial government to ensure universal access to high quality and affordable early childhood education services for its members, and to act on the recommendations of the 2016 Early Learning and Child Care Commission report which proposed a comprehensive plan to redesign the provincial childcare policy to ensure a universally accessible system for all Manitobans
2. **GVTA-GVSD Liaison Meetings** – We had a purposeful conversation to direct the intent of our meetings with members of the board and senior administration. An official policy will be formulated in the fall that clarifies our purpose to build a relationship between GVTA and the Board, share success/appreciation, and share concerns/provide pertinent information. We also discussed which Executive members should be in regular attendance, being President, Vice-President, and committee chairs of Collective Bargaining, Education Finance, Employee Benefits, Professional Development, and Equity & Social Justice
3. **GVTA Dental Fees** – The GVTA executive moved an increase in dental fees, doubling the 1.5% increases in each of September 2017 and January 2018. The largest reason for this is that dental service fees will likely increase at a greater rate than salaries under Bill 28 (0%, 0%, 0.75%, and 1.0% from 2018-2022). If measures aren't taken now, the plan may go into deficit, which could require an increase to fees that would look like a salary decrease on teachers' net pay
4. **Next GVTA Executive Meeting** – Tuesday, September 12, 2017 – NPC Room #103 @ 4:15pm; all members welcome.

Joel Swaan
President
Garden Valley Teachers' Association

07 June 2017

Subject: Manitoba Public School Employees Dental Plan – 2017/2018 Renewal

Dear Joel:

We have completed our annual review of the Dental benefits for the **Teachers** of Garden Valley School Division. Each year at this time the financial results of your Dental plan are analyzed for the year ending December 31, and monthly rates are set for the upcoming plan year.

An operating surplus of \$4,918 was generated during the nine-month period of April 1, 2016 to December 31, 2016. Surpluses are used to offset increases in times of high claims usage. The Trust recommends that 20% of annual deposit income be held in a Reserve Fund for this purpose. Your surplus currently sits at approximately 2% of annual deposits.

Rates are normally determined by three years of claims usage¹, increases in the Manitoba Dental Fee Guide, the trend towards increased utilization of Dental plans, and your plan's accumulated balance. According to the terms of the agreements between Garden Valley Teachers' Association and the School Board, salary adjustments negotiated through collective bargaining are also applied to Dental deposit rates. We have been advised of the negotiated salary adjustments of 1.5% effective September 1, 2017 and 1.5% effective January 1, 2018.

Based on these factors and including the salary adjustments, a **3% rate increase is required in September 2017 and a 3% rate increase is required in January 2018** on the Dental plan.

Dental rates payable to Blue Cross, as well as nine months of financial information for your group, are attached.

¹ Only nine months of claims experience is available since your plan started in April 2016.

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Joel Swaan
Garden Valley Teachers' Association

If you have any questions pertaining to the Dental plan, please contact our office.

Sincerely,



Heather Carriere
Associate

Copy:
Terry Penner, Secretary-Treasurer, Garden Valley School Division
Glen Anderson, Staff Officer, Benefits Plan, Manitoba Teachers' Society
Doug Doleman, Principal, Mercer

Please note that our assessments provided are based solely on costs. Mercer disclaims responsibility for the performance of an insurer or other service provider when assisting a client in the evaluation, placement or renewal of coverage or service.

This letter uses data and/or documentation that have been supplied to us by or on behalf of the client. We have not independently verified the accuracy or completeness of it except to the extent required by generally accepted professional standards and practices. Mercer will not be held responsible for any liability arising from the use of incomplete, inaccurate or not up-to-date data or documentation.

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Joel Swaan
Garden Valley Teachers' Association

<u>GARDEN VALLEY - TEACHER RATES</u>					
	Eff Sept 1, 2017		Eff Jan 1, 2018		
	12-mo rates		12-mo rates		
<u>Dental</u>					
All	+ \$1.25	\$39.75	+ \$1.25	\$41.00	Single
	+ \$2.25	\$79.50	+ \$2.50	\$82.00	Couple
	+ \$3.75	\$122.50	+ \$3.50	\$126.00	Family

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 07 June 2017
 Joel Swaan
 Garden Valley Teachers' Association

**Garden Valley School Division (Teachers)
 Dental Plan Financial Results
 for the period April 1 to December 31**

	<u>2016 (Apr-Dec)</u>
Deposits	\$ 166,540
Paid Claims	147,552
Administration Charges	14,089
Operating Interest	19
Operating Balance	\$ 4,918
<i>as a % of Annualized Deposits</i>	2.2%
<hr/>	
<u>Reserve Fund</u>	
Balance @ January 1	\$ -
Investment Income/Change in Market Value	-
Transfer from/(to) Operating Account	<u>4,918</u>
Balance @ December 31	\$ 4,918
Balance as a % of Annualized Deposits	2.2%
<i>*Objective is 20% deposits to reserve for claim fluctuations</i>	
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LETTER OF AGREEMENT
Manitoba Public School Employees Dental and Extended Health Plan

Between

The Garden Valley School Division

and

The Garden Valley Teachers' Association

of the

Manitoba Teachers' Society

RE: Sept 2017 and January 2018 Salary grids net of Extended Health Plan and Dental plan

The Division administers the Manitoba Public School Employees Extended Health Plan and Dental as per the Collateral Agreement dated _____ for the members of the Garden Valley Teachers' Association. Teachers who are participants in the Extended Health and/or Dental plan shall be paid according to article 4 in the Collateral agreement. The following salary schedule reflects the provisions of article 4 of the Collateral Agreement for September 2017 and January 2018.

Year 4: September 2017 (2017-18)

**\$3,081 Annual Benefit
Premium**

Class	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	32,851	36,878	42,027	51,115	54,888	58,102	61,526
1	34,517	39,130	44,781	54,524	58,477	61,434	64,936
2	36,177	41,390	47,539	57,939	62,043	64,765	68,363
3	37,849	43,721	50,290	61,348	65,655	68,096	71,787
4	39,520	45,899	53,043	64,765	69,247	71,430	75,205
5	41,194	48,158	55,794	68,174	72,836	74,762	78,625
6	42,859	50,411	58,556	71,587	76,423	78,091	82,050
7	44,528	52,672	61,307	75,000	80,013	81,415	85,468
8				78,411	83,604	84,748	88,890
9				81,817	87,190	88,080	92,260
10						91,410	95,737

Year 4: January 2018 (2017-18)

**\$3,147 Annual Benefit
Premium**

Class	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	33,324	37,411	42,638	51,862	55,692	58,954	62,429
1	35,015	39,697	45,433	55,322	59,334	62,336	65,890
2	36,700	41,991	48,232	58,788	62,954	65,717	69,369
3	38,397	44,357	51,025	62,248	66,620	69,098	72,844

4	40,093	46,568	53,819	65,717	70,266	72,482	76,313
5	41,792	48,861	56,611	69,177	73,909	75,864	79,785
6	43,482	51,147	59,415	72,641	77,550	79,243	83,261
7	45,176	53,442	62,207	76,105	81,193	82,616	86,730
8				79,567	84,838	85,999	90,204
9				83,024	88,478	89,381	93,624
10						92,761	97,153

Dated at _____, Manitoba this _____ day of _____, 2017

Signed on behalf of the Garden Valley School Division:

Chairperson

Secretary – Treasurer

Signed on behalf of the Garden Valley Teachers' Association:

President

Secretary