



Teacher Appreciation Week  
February 12-18, 2017

o February 2017



Becoming Caregiver to Our  
Beloved Parents



Green investments are  
sustainable investments!

# RETTA *Record*

## Changes are possibly coming

This has certainly been an interesting year. Donald Trump is the president of the United States, the New England Patriots came back from a 21-point deficit to win the Super Bowl, and the government of Manitoba is reducing its deficit on the backs of public employees.

One of the things that we are hearing a lot when we visit worksites is the uncertainty people have in their voices when talking about this government. It took until just last week for them to make a funding announcement and there are still a lot of unanswered questions. The government is also going to be announcing changes to special needs funding, they haven't said anything about the K-3 20 initiative, and they certainly haven't given any idea of what this governmental reading initiative might look like. Needless to say, there are a lot of questions and very few answers.

With a 1% increase to educational funding, amounting to a cut due to inflation, and the guarantee of only 98% of what was received last year, this government has put the burden of funding education onto the backs of the local school divisions.

Now, more than ever, it is important for us to be cognisant of what is happening in the province in respect to education. With talks of "ability to pay" harkening back to Bill 72 and the challenges teachers faced under the Filmon government, we need to pay attention. Not that there is any guarantee we will need to, but in a province where we are unable to strike our recourse is arbitration. Ability to pay

legislation weakens this dispute resolution mechanism and should any legislation come forward, it will be up to us to let our voices be heard.

We aren't alone in this either. Many public sector unions are watching, listening, and paying attention to the messaging and actions of government. They will be there for us and we should be there for them as well. We could be entering into a different climate then we have seen in the past. Up until this point in my career I have seen nothing but funding increases at the rate of economic growth or higher, but there are those who have seen challenges, unpaid days, legislation weakening our bargaining and government cuts.

So, I encourage you to get involved, however you feel you best can. If you haven't, sign up for your My Profile at the MTS website. Should they need to get in touch for something, this is how they will do it. Join the RETTA council as a contact rep, council member or alternate. While we have only seen and heard small signs, limited actions, and have no concrete picture of the future, it is better to be prepared then caught off-guard.

Tim Breen

RETTA President



Are you an Equity and Social  
Justice minded individual?

Do you enjoy meeting and  
discussing ,with colleagues,  
new ideas and paradigm shifts  
when it comes to teaching?

Join the  
RETTA ESJ  
Documentary Film  
Group

Meeting times will be  
throughout the  
2016-2017 school year to meet  
and discuss thoughts and ideas  
generated from the  
documentary or film. We have  
already had our first film  
night. Why not join us at our  
next?

If you are interested  
contact  
Sabrina Fernandes at:

sfernandes@retta.ca

## MT'S PD MARCH

March 9 & 10, 2017

9:00 a.m. - 3:30 p.m.

Location: McMaster House

Certification:

- Administrator Level 1/2
- Special Education
- School Counselling

Decolonizing Education as  
an Act of Reconciliation

Introducing educators to  
historical and contemporary  
understandings of  
colonization, decolonization  
and anti-oppressive  
education and how these  
concepts can lead to  
addressing reconciliation.

Topics: colonization;  
decolonization, anti-  
oppressive education;  
meritocracy; relationality  
and relational accountability;  
TRC Calls to Action;  
Reconciliation, including  
critical analysis of the  
concept of reconciliation.

Fee: Member \$150; Non-  
Member \$180

Dr. Alex Wilson is  
Swampy Cree from the  
Opaskwayak Cree Nation.  
She is an Associate  
Professor and the Academic  
Director of the Aboriginal  
Education Research Centre  
at the University of  
Saskatchewan.

Dr. Verna St. Denis is  
Professor of Education at  
the University of  
Saskatchewan where she  
teaches undergraduate and  
graduate courses in social  
justice education in the  
Department of Educational  
Foundations.

As Tim said, it has definitely been an interesting year and we are most certainly in for more interesting times ahead. The provincial government recently released their funding announcement for 2017 and it will make life financially challenging for school boards around the province. At this time next year, when we hope to be finalizing our opening collective bargaining package to the board, the bargaining climate could be very different from what we are used to. Time will tell. We will do our best to keep you as "in the loop" as possible and if you do have any questions or concerns, I encourage you to give us a call. Better yet, get involved in the association. Come out to a council meeting and say hi or Email us and set up a school visit. We are here for you.

Also, I'd like to thank all those who responded to the Collective Bargaining Survey that was sent out last month. At the time of writing this, we have over 800 responses from our members. This information we help us in knowing what issues are important for our members and how to go forward into next year. If you haven't yet done the survey, please check with your school contact rep and get the link again. It's very important that we get as much data as possible.

Chris Darazsi  
Vice President  
RETTA



## Green investments are sustainable investments!

While fossil fuel investments have for the most part been a good investment in the 20<sup>th</sup> century, they are becoming a much less certain investment in a carbon constrained world. Scientists have known for some time that humans are the main contributors to a warming climate and that one of the main drivers of this warming is the burning of fossil fuels. Scientists have calculated how much carbon we can safely burn to remain under various warming thresholds (one and a half degrees Celsius, two degrees Celsius, etc...). In December 2015, 194 countries signed the Paris climate treaty that aims to keep global temperatures below two degrees Celsius. The implications of this treaty are that we cannot afford to burn all of the carbon that fossil fuel companies have in reserve.

Over the past several years some leaders in the banking and investment community have been sounding the alarm about the carbon bubble. These leaders in the financial community are warning us that there are more known reserves of fossil fuels on the books of the fossil fuel companies than humanity can afford to burn and maintain a stable climate that will continue to allow humans and other species to thrive. Mark Carney the former governor of the Bank of Canada and the current governor of the Bank of England has called the "vast majority of fossil fuel reserves unburnable" (1). Jeff Rubin the former chief economist for CIBC world markets has stated that "With the carbon bubble, the implicit assumption here is that we can burn and emit as much carbon as we can afford. That view

has become increasingly challenged by the link between what we emit and the climate change we're seeing" (2). There are now investment firms that are taking climate risks and the carbon bubble seriously including Blackrock Investment Institute and the Carbon Tracker Initiative. They are providing their clients with investments that take into account climate risks to help better protect long term investments. The Canadian Centre for policy Alternatives published a study of Canada's Carbon liabilities and found that "there has been a general failure to account for climate risks, and a tendency to view any screening for environmental purposes to be detrimental to financial performance" (3). The authors of the study also note that "While pension funds have to generate maximum current return value for existing (and soon-to-be) pensioners, at the same time they are legally obligated to ensure the long-term sustainability of the fund. That is, funds must equally represent the interests of young workers for their eventual retirements" (3).

Now is the time to be making investments in clean energy sources and clean transportation. Researchers at the prestigious Stanford University in California have determined that it is economically and technologically feasible for Canada to transform its electric grid to 80% renewable by 2030. Some of the members of the group think it could happen sooner. One of the managers of the project, Mark Jacobsen says that "In all sectors — electricity, transportation, heating and cooling, agriculture, forestry and fishing — we can transition all those sectors to clean, renewable energy at reasonable cost and make it reliable and make it secure for generations to come" (4). Renewable energy has also dropped dramatically in cost over the past decade which will ultimately lead to the switch from fossil fuel generated electricity to renewable

electricity due to the economics. Jon Dogterom writes in the Globe and Mail that “We’ve reached a tipping point for renewable energy. It’s no longer fervent environmentalism driving the transition to clean energy – it’s economics. Over the past decade, the cost of renewable electricity has tumbled. The U.S.

Department of Energy puts the drop at 64 per cent for utility-scale solar power and 41 per cent for land-based wind since 2008. At these levels renewables are competitive with coal and natural gas, and they will get even cheaper” (5). Large markets outside of Canada are well into the transition to renewables. India is already on pace to produce more electricity from renewables than they had pledged to last year in Paris “A draft 10-year blueprint published in December predicts that 57% of India’s total electricity capacity will come from non-fossil fuel sources by 2027. The Paris climate accord target was 40% by 2030” (6). China is also on track to make some serious investments in renewable energy sources pledging to install \$361 Billion dollars of renewable energy by 2020. The author of this New York Times article notes that “Greenpeace estimates that China installed an average of more than one wind turbine every hour of every day in 2015, and covered the equivalent of one soccer field every hour with solar panels” (7). China is also getting out of the business of building new coal plants. Recently the Chinese government “ordered 13 provinces to cancel 104 coal fired projects in development, amounting to a whopping 120 gigawatts of capacity in all” (8). “To put that in perspective, the United States has about 305 gigawatts of coal capacity total. The projects that China just ordered halted are equal in size to one-third of the US coal fleet” (8).

We are also on the brink of a revolution in transportation. Battery technology continues to improve and drop in price. Elon Musk the founder of Tesla has brought online his first Gigafactory which by 2018 will “double the world’s production capacity for lithium-ion batteries” (9) and reduce the cost of manufacturing batteries for small and large transport vehicles. The cost of batteries has fallen worldwide by “22 percent in 2016 and will drop another 15 percent to 20 percent in 2017, according to forecasts by Bloomberg New Energy Finance” (9). It is only a matter of time before the cost of purchasing an electric vehicle is lower than the cost of a gasoline or diesel vehicle. An analysis done by Bloomberg New Energy Finance predicts that “the total cost of ownership – combining purchase price and running costs – of battery-only cars will dip below those with internal combustion engines in 2022, even if the conventional cars improve their fuel efficiency by 3.5% a year” (10). Replacing larger diesel powered vehicles is also on the horizon. Wrightspeed which is a developer of hybrid electric drivetrains for trucks and buses claims that “between fuel and maintenance savings, their hybrid electric drivetrains can offer \$60,000 in savings *per year per truck*” (11). The wright systems are also relatively easy to install as a retrofit on existing vehicles says the CEO of Wrightspeed in an interview with Forbes “Any technician that can swap out a powertrain will be capable of installing the kit. It basically goes where the engine, transmission, and propulsion shaft used to be, down the center of the truck where those components used to be. We ship the kit with all the brackets that you need. It really is a plug and play” (12).

It has become evident over the last few years that the transition to renewable technologies will not be driven by moral decisions of individuals. The transition will come about due to economics. Renewables are fast becoming more cost effective

than fossil fuels and it is only a matter of time before those reserves that fossil fuel companies are sitting on become stranded. Let’s make sure that we’re not holding on to those investments when they become worthless.

Ian Walker  
RETTA,  
Executive Member at Large



Information taken from the following sources:

1. <https://www.theguardian.com/environment/2014/oct/13/mark-carney-fossil-fuel-reserves-burned-carbon-bubble>
2. <https://www.thestar.com/business/economy/2015/05/16/canada-loses-when-the-carbon-bubble-bursts-jeff-rubin.html>
3. <https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office%2C%20BC%20Office/2013/03/Canadas%20Carbon%20Liabilities.pdf>
4. <http://www.cbc.ca/news/technology/clean-disruption-renewable-energy-canada-1.3470590>
5. <http://www.theglobeandmail.com/report-on-business/rob-commentary/numbers-dont-lie-weve-reached-a-tipping-point-for-renewable-energy/article33658319/>
6. <https://www.theguardian.com/world/2016/dec/21/india-renewable-energy-paris-climate-summit-target>
7. [https://www.nytimes.com/2017/01/05/world/asia/china-renewable-energy-investment.html?\\_r=0](https://www.nytimes.com/2017/01/05/world/asia/china-renewable-energy-investment.html?_r=0)
8. <http://www.vox.com/energy-and-environment/2017/1/17/14294906/china-cancels-coal-plants>
9. <https://www.bloomberg.com/news/articles/2017-01-04/tesla-flips-the-switch-on-the-gigafactory>
10. <https://www.theguardian.com/environment/2016/feb/25/electric-cars-will-be-cheaper-than-conventional-vehicles-by-2022>
11. <https://cleantechnica.com/2017/02/02/garbage-trucks-buses-time-start-talking-big-electric-vehicles/>
12. <http://www.forbes.com/sites/peterdetwiler/2015/03/04/electric-garbage-trucks-huge-energy-savings-and-they-wont-wake-you-up-in-the-morning/2/#33c2eae86783>





Young  
Humanitarian  
Awards

15 Years 55 Schools  
104+ Projects  
281 Students

## Young Humanitarian Awards

**YHA deadline for application:**  
**4:00 PM Friday, April 7, 2017**

### What is a Young Humanitarian Award?

YHA's are given to students with caring hearts who are involved in good works in their schools and communities. Compassion, caring, self-sacrifice, leadership, creativity – these are the qualities we look for. And it doesn't matter how old the student is.

All Manitoba public school students from Kindergarten to Grade 12 are eligible.

YHA winners represent hundreds of other students across the province who touch the lives of people in their schools and communities, every day.

### What kind of projects have won in the past?

Past winners have done everything from travelling to foreign countries to dig wells, to raising money for injured friends, to helping local food banks or women's shelters – even reading to the sick or elderly. You can find a complete list of every project we've ever given awards to in our Schools and Projects section and all of our winners are listed in the YHA Archives.

### How do I nominate a student or group of students?

Everyone knows that humanitarian work is its own reward. But each year, students are grateful that someone has recognized their work with a nomination – even if they don't win one of our major awards.

If you're a teacher or parent, you can simply download the criteria for the award and the nomination forms from this website. You cannot nominate your own child.

If you're a student, download that same information or ask your teacher to do it for you. Remember that your teacher, a member of the parent council at your school (it can't be your mom, dad), or a charitable organization you've done work for, will have to sign your nomination papers. You should be keeping them up to date on your project as it progresses.

If you represent a charitable organization,

download the criteria and the forms.

### How do students know if they've won?

After the MTS YHA committee makes its selection, it will let all the nominators know who has won. Award recipients will be informed by the nominators.

Representatives from the Manitoba Teachers' Society will usually meet with the winners and their nominators in advance to gather more information and take pictures for YHA Night.

### What happens at the awards ceremonies?

YHA Night is a moving and inspiring evening. Nominators introduce the recipients, the recipients deliver short speeches to a packed auditorium, and we have first class entertainment by students. The whole show lasts a little over an hour and everyone stays for a big family friendly reception. It's a time for the awards recipients and parents, aunts, uncles, teachers, principals - everyone really - to celebrate.

You don't need a ticket to get in, everyone is welcome, members of the media are usually there – and we pack the house.

### What does the winner receive?

- A framed certificate
- A YHA medal with ribbon
- A \$1,000.00 cash reward

### Where can I get more information?

<http://www.mbteach.org/YHA/yha.html> Or if you have any specific questions that can't be answered on the website, you can email us at [yha@mbteach.org](mailto:yha@mbteach.org) and we'd be glad to help. Also check out our Facebook fan page or sign up for our [Twitter Feed](#).

## AWARDS DAY:

**7:45 MAY 24, 2017 @**

**The Fairmont  
Winnipeg**

**Sandy Fazenda,**

**RETТА**

**Executive Memembr at Large**



Look for your  
MTS member  
number below if  
you are reading  
this and

Contact the  
RETТА office  
to receive some free  
RETТА swag!

99052

and

235915

**MTS PD  
MARCH**

March 13 & 14, 2017

9:00 a.m. - 3:30 p.m.

Location: McMaster House

Certification:

- Administrator Level 1/2
- Special Education
- School Counselling

So You Think You Can Lead?  
Lessons for Aspiring and  
Beginning School Leaders

Introducing aspiring or early-service  
principals/vice principals to the  
basics of school leadership.

Topics: roles and responsibilities of  
the principal; defining purpose and  
values; habits of highly effective  
people; professional capital; tools for  
talking; and time management.

Fee: Member \$150; Non-Member  
\$180

Dr. Danielle Fullan Kolton is a  
licensed Crucial Conversations  
facilitator and Staff Officer in the  
Professional and French Language  
Services Department at The  
Manitoba Teachers' Society.

**Nominating your STUDENTS is a SNAP!**

20 Years Young Humanitarian Awards



facebook.com/manitobateachers  
instagram.com/mbteachers  
twitter.com/mbteachers  
#mtsyha  
mbteach.org

**The Manitoba Teachers' Society**

They're kids with a cause—compassionate, creative and courageous. You can see them at every grade level, students who love serving in their schools and communities. Honour your students today with a **YOUNG HUMANITARIAN AWARD NOMINATION!**

Nomination forms are up at [mbteach.org](http://mbteach.org) and deadline for submissions is April 7, 2017, at 4:00 pm.  
Join us at our MTS YHA AWARDS Wednesday, May 24, 2017, 7:45 pm at the Fairmont Winnipeg.

**COSL**  
COUNCIL OF SCHOOL LEADERS  
of The Manitoba Teachers' Society

**CALL for ELECTION**



### COSL Notice of Call for Election

An election will be held for two COSL Leadership Team positions. Both positions are three-year terms commencing immediately after the 2017 COSL AGM. The Leadership Team is the executive and administrative body of the Council of School Leaders. It is responsible for conducting the affairs of COSL between Board meetings.

Nomination and Declaration of Candidacy Forms are available from Christen Winning, Executive Assistant at 204-831-3051/toll free 1-800-262-8803 or email: [cwinning@mbteach.org](mailto:cwinning@mbteach.org).

**Deadline for receipt of**

**nominations is 4:00 p.m., February 28, 2017.** Any nomination received after this date will not be considered.

If you have any questions contact Roland Stankevicius, COSL Chief Returning Officer, The Manitoba Teachers' Society at 204-831-3069/toll free 1-800-262-8803 or e-mail: [rstankevicius@mbteach.org](mailto:rstankevicius@mbteach.org).

**Last day for receipt of nominations is February 28, 2017.**

**Election information posted to [COSL website](http://COSL website) is March 1, 2017.**

**Online voting period is March 13 – 20, 2017.**

## Becoming Caregivers to Our Beloved Parents

While perusing the Balance magazine put out by the Manitoba Teacher's Society I came across an article entitled "A practical guide for caregivers: Putting our affairs in Order", by Wendy Sutton [wherenxt.blog.ca](http://wherenxt.blog.ca). This article spoke to me as I have been the legal caregiver for my mother for many years.

As I read on, it was amazing how many of the hints that are mentioned were things that I had already done when I noticed signs that my mother needed some help taking care of her daily affairs more than 8 years ago. Many of the hints you think would be common knowledge but that truly depends on how well organized we are in our own personal lives.

Here are some hints for you to think of as your parents age and the responsibility for quality care comes to you.

1. **Legal:** Make sure that your parents have their legal affairs in order. Have the serious talk with them about what they would do with their financial assets and family treasures. Make sure that they have a living will as well as a will for when they pass on. Make sure that they have chosen an Executor for their will. Make sure that they have chosen someone to be their Power of Attorney in case it comes to their inability to manage their financial affairs.
2. **Medical:** Make sure that you are aware of what your parents desires are when it comes to medical treatment at different levels of illness. Comfort care as opposed to heroic measures should be discussed if they become seriously ill. Have them fill out a health care directive.
3. **Financial:** Make sure that your

parents have a financial plan in place in case they need health care. It will allow you to explore the different avenues available to you to provide quality care for them. From personal care homes to hiring private personal care so they can stay in their own home.

4. **Taxes:** You should become aware of some of the credits and benefits that may be awarded to you if you are the primary caregiver for your parents. Essentially, know what you need, to be able to take advantage of this financial support.

The best thing to do is to sit down with your parents and a lawyer, an accountant as well as a financial advisor. Make sure that any documents regarding Power of Attorney are filed with their banking institution in case you need to access their funds to pay bills, etc..

Sometimes when we see the word lawyer, accountant or financial advisor we automatically think of the amount of money that this will cost. If the pertinent discussions have taken place prior to going to see these professionals the time will be minimal as well as the charges. If you don't have a family lawyer, accountant or financial advisor you can shop around as their fees for the drafting of different legal documents and consulting services vary.

Take my advice, be prepared. Have the difficult conversation and make plans before any serious events happen for your parents because at the end of the day, we want to see the people who spent their lives providing and caring for us to be provided and cared for in the same way.

Sabrina Fernandes  
RETTA  
Executive Member at Large





## MTS PD MARCH

March 27 & 28, 2017

or

April 10 & 11, 2017

8:30 a.m. - 4:30 p.m.

Location: McMaster House

Certification:

- Administrator Level 1/2
- Special Education
- School Counselling

### Mental Health First Aid for Adults who Interact with Youth (for Teachers and Teacher Candidates)

Helping education professionals provide initial support to someone who may be developing a mental health problem or experiencing a mental health issue.

Topics: developing sensitivity to the unique aspects of mental health issues and concerns in young people; identification of mental health problems; and appropriate mental health first aid intervention strategies.

Fee: Member \$150; Non-Member \$180; Student \$75

Debra Radi is an educator with teaching and administrative experience in both K-12 and university settings. She has a passion for supporting professional learning and growth. As an advocate for positive mental health promotion, offering the MHFA for Adults Who Interact With Youth

## Teacher / Staff Appreciation Week February 12 – 18

*Celebrating the tremendous influence of Manitoba teachers on children's lives*

Remember those teachers who showed you kindness, whose influence sticks with you today, who may have helped you choose a career or discover a passion—or who pointed you back on the right path? Think of a teacher who is doing the same for your child or grandchild.

"Next to parents and guardians, teachers have a tremendous influence on children's lives," says Manitoba Teachers' Society President Norm Gould. He'll be delivering that message during Canada's Teacher/Staff Appreciation Week, February 12-18.

"Think about it, the relationship between parents and teachers is what drives the success of public schools in Manitoba," says Gould. "I'd like to thank the parents of public school children across the province for trusting us to educate their children. And I'm so very proud of our over 15,000 MTS members who teach, guide and inspire those students, every day."

Gould says there's nothing more satisfying for teachers than watching a student grasp a concept during an "aha" moment. "We live for that. To a teacher that's what it's about."

"You know, William Butler Yeats once said, 'Education is not the filling of a pail, but the lighting of a fire.' Manitoba teachers do that every day."

But it's a challenge, says Gould. Students come with emotional, intellectual and physical challenges that require intense preparation and sensitivity on the part of teachers. "And teachers know the toll poverty and hunger take on a child's self-esteem and ability to learn."

Gould says teachers appreciate the parents, guardians and other individuals who'll be expressing their thanks this week. "Even a quick 'hi' at the grocery store, is appreciated," he says. "Bottom line is, we're grateful to be on the same team."

Taken from the MTS website February 12, 2017.

<http://www.mbteach.org/mtscms/2017/02/09/teacher-appreciation-week-feb-12-18/>

## Field Led Course— Change Leadership

Sat. March 4, 2017

9:00 am – 3:30 pm

Location:

McMaster House

### Leading Through Ambiguity and Change

Integrating and consolidating course content to extend skills as a growth agent and develop plans and priorities for practice.

Topics include: Key change leadership competencies; Professional capital; Personal assessment of leadership strengths and challenges; Setting priorities and selecting strategies

Dr. Danielle Fullan Kolton is a licensed Crucial Conversations facilitator and MTS Staff Officer.

Linda Thorlakson is an MTS Staff Officer with leadership experiences at the school, divisional and provincial level, as well as K-12 experience in the classroom and in student services.



### 8th Annual RETTA Trivia Night

**What:** The RETTA Trivia Trial is a general trivia contest where teams of 4-6ish come together for the right to be crowned "GRAND MASTERS OF TRIVIA"

**Who:** All members of RETTA are welcome to participate.

**When:** Thursday April 20<sup>th</sup> 7:00 to 9:00ish

**Where:** Elmwood Legion 920 Nairn Ave.

**Information:** Register your team with Jason Oliver @ [joliver@retta.ca](mailto:joliver@retta.ca)

**Include in your email the following:**

Numbers in your team (4ish-6ish)

Team Captain (Contact Person)

Team Name



**Prizes:** Prizes for 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> Place, there will be a trophy awarded.