



RETТА Volleyball Social

This year's RETТА Volleyball Social, held on November 3rd, was another huge success. We had over a hundred people come out representing 12 teams. Once again, the costumes were the star of the show, as many schools really flashed their creativity this year. Some noticeable standouts were, the Hampstead Herd, the Chief Peguis Doctors, the Box of Birds Hill Wine and the Munroe Pac Man and Company. Great fun was had by all, thanks to everyone for coming out and enjoying some fun volleyball, outstanding prizes, food, beverages and great company!

Cameron Kilpatrick
Sun Valley School

Vice President's Message

As the Association heads into negotiations near the end of this school year, it is important to remind members of the necessity to stand as a collective, not just during a bargaining year, but on a day to day basis in each and every school and worksite.

The mission of RETТА is to "advocate for our members, safeguard, promote and advance the collective interests of our members and the teaching profession." Member rights and working conditions must be protected and it is the responsibility of every member to safeguard these rights and conditions.

All members must adhere to the provisions of the Collective Agreement. The gains that have been made in benefits and working conditions can be directly attributed to the membership standing together. These gains can only be maintained if we continue to work as a collective, bargain as a collective and support each other within the collective.

What makes the concept of a collective truly admirable is the fact that members put the concerns of the Association ahead of their own personal interests. Even though an article in the agreement may not apply to a member (at that particular time or circumstance), the member is part of the collective and therefore stands by the Agreement. Even though a member may believe that ignoring an article or its interpretation might be convenient, the member adheres to the Agreement knowing that the interests of the collective far outweigh personal convenience. Individual members cannot "cherry pick" articles in the Agreement that they like and ignore other articles in the Collective Agreement (or the applications of articles) for, by doing so, a member undermines the collective and is potentially violating the Code of Professional Practice.

One specific area where members can demonstrate support for the collective is in Article 14 of the Collective Agreement – Meal Period. The Agreement states: "A teacher will be entitled to an uninterrupted meal period between 11:00 a.m. and 2:00 p.m. each school day. This meal period shall be equal to the midday intermission given to the students of the school in which the teacher is employed to a maximum of 60 minutes. Designated professional staff will be on call during the meal period to deal with student discipline or other emergent problems normally associated with a teacher's duties." RETТА members who, in any fashion, exert pressure on other member colleagues to hold noon hour meetings essentially propose an action that would violate the Collective Agreement. Remember, teachers need breaks too. Doing your job at the expense of your own wellness isn't doing anyone any favours; you, your students, or your family.

On a day to day basis, administrators, clinicians, coordinators, substitutes and teachers can demonstrate commitment to the collective by ensuring that the articles and interpretations of the Collective Agreement are honoured and that Code of Professional Practice violations do not occur. If greater information or clarity is required, please do not hesitate to contact the RETТА office. It is each member's right to contact the RETТА office at any time. It is not a violation of the Code of Professional Practice to call the President.

As the year goes forward remember that, in the big picture, supporting the collective will help you to best take care of yourself and to best take care of each other.

Chris Darazsi
Vice-President



President's Message continued from pg. 1

I will be focusing on the bottom section as it is where the most important information is found. The first important thing to know about the web-based version is that if you click anything under **Description** it will pop-up with an employee specific information box!

"CLICK" on description

Description	Job	Type	Amount/Fee	Benefit Amount	Employee Amount	Net Pay/Step
ADJ HF		TEACH ADJHF	38.80		3.88	519.37
ADJ DC		TEACH ADJDC	47.30		4.73	519.37
TEACH		TEACH	6,762.87	6,762.87	0.00	519.37
<p>Blue Cross (Dental) - Couple Coverage (ADJDC)</p> <p>This plan is a combination of the ADJDC and the ADJHF. It provides dental coverage for the employee and their family. The amount of coverage is based on the employee's salary and the number of family members. The ADJDC is a fixed amount of \$47.30 per month. The ADJHF is a fixed amount of \$38.80 per month. The total amount of coverage is \$86.10 per month. The ADJDC is a fixed amount of \$47.30 per month. The ADJHF is a fixed amount of \$38.80 per month. The total amount of coverage is \$86.10 per month. The ADJDC is a fixed amount of \$47.30 per month. The ADJHF is a fixed amount of \$38.80 per month. The total amount of coverage is \$86.10 per month.</p>						
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This information box will provide you with the details of each of your individual plans and will give you the cost (or the way to calculate the cost) that you should be paying. It's important that you are familiar with this so that you can catch any discrepancies in your pay stub. Your pay stub has a bunch of codes in the left-hand description column that may not be clear at first glance. Let me run through them for you.

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ADJ HF – Our health plan is taken off before tax. This results in an approximately 40% savings on the cost because it lowers our salaries and reduces the amount of tax we pay. The ADJ stands for Adjusted while the HF stands for Health Family. There is only Health Single (HS) or Health Family (HF).

ADJ DC – This is the dental deduction. It is done the same way and taken off before tax. The DC stands for Dental Couple. Dental has three categories. Single (DS), Couple (DC), or Family (DF).

Teacher – This is half of your gross pay, reduced by the Dental and Health but before any other deductions. You will also notice next to the amount it lists your class and step on the pay grid.

Tax Benefit – This is the employer paid portion of our mandatory life insurance plan. The division pays for 1 times our salary and we are responsible for the cost of anything above that. That's why there is an \$8.49 benefit amount in that line.

CPP – This is the Canadian Pension Plan deduction. The CPP maximum pensionable earnings is adjusted by the Government of Canada. The current maximum is \$55,300. The maximum you can contribute is 4.95% of that salary which is \$2564.10. Once it hits this number you will no longer be deducted CPP until the new tax year. This number changes each year based on the government maximums. Check <http://www.cra-arc.gc.ca/tx/llrts/menu-eng.html> for more information.

PPDF Report: International Canadian School of Survival - Wilderness Safety & Survival

I had the opportunity to take part in a wilderness safety & survival course, held out of Lac Du Bonnet, MB. Growing up I always had a love for the outdoors, and in my early adult years many of my first jobs were outdoors related. As a university student, I often took summer jobs that were out of province, and took place in the bush. I tree planted near Prince George, BC. I worked for Canadian Forestry Service in about as far North of Alberta as you can go. I was a canoe guide in Atikokan, ON. After University, I started my teaching career at John W Gunn teaching Outdoor Education, and absolutely loved my job.

Later I moved on to John G Stewart, where I continue to teach outdoor related courses, and take students on camping trips. For many of these students it is their first time camping. I love being able to provide life long memories for so many students. While the division makes sure staff that are taking students on outdoor related trips are properly trained in wilderness first aid, even with all my outdoor experiences I was lacking in bushcraft knowledge. I felt a need or responsibility to those that I led on outdoor excursions, that I should have the knowledge to handle all situations.

This course focused on the survival pattern: 1st aid, fire, shelter, signals, water & food. After taking this course I feel much more confident in my abilities to handle a possible wilderness survival situation. By following the survival pattern you greatly increase your chances of getting out of all situations alive. I would recommend this course to any teacher who spends time with students in the outdoors.

Michael Stroppa
John G. Stewart

Educator Assistance Program

Did you know that the Manitoba Teachers' Society has an Educator Assistance Program, which offers free individual or relationship counselling in English and French?

This is in order to:

- Provide confidential and voluntary professional counselling and referral services for MTS members.
- Provide help and intervention at an early stage of difficulty.
- Enhance the health of members.

Visit mbteach.org or contact the following:

Winnipeg:

Leanne Lewadniuk
EAP Administrative Assistant
llewadniuk@mbteach.org
Phone: 1-800-378-8811

Brandon:

Arlana Anderson
EAP Administrative Assistant
aanderson@mbteach.org
Phone: 1-800-555-9336

President's Message continued from pg. 3

Income Tax – This is your income tax deduction for the federal government. Sadly, we have to pay this and it only increases as your salary increases. Interestingly this was first introduced as a way to fund the war effort during WW1. It was intended to be temporary, but hey, I guess once you get money it's hard to give it back!

Group Ins - You will notice under type above that it says LIFE7. This means that the life insurance benefit is 7 times the annual salary of the individual. You can have up to 7 times your annual salary. You can only change the amount when there is a life event and the minimum you can hold is 2, or LIFE2. This is the employee paid portion which is at minimum \$8.49.

MTS – This is your semi-monthly contribution to the Manitoba Teachers' Society. The fee is set each year in May at the Annual General Meeting for the following school year. This money helps to support professional development opportunities through MTS, pays for the staff officers who work on our behalf in a variety of areas, pays for the MB Teacher and all other services that the Society provides.

RETTA – These are your local association dues. This fee is set every year at our June budget meeting with input from all members through their contact representatives. It is based on our annual budget which supports many things, such as: President and Vice-President, collective bargaining, our delegate to the annual general meeting, and the many fun events that we put on each year.

LTD – This Long-term disability plan is managed by the Manitoba Teachers' Society. When you experience illness or injury on or off the job, the plan is designed to assist with medical and vocational rehabilitation to ensure the earliest possible return to maximum functionality. LTD benefits start when an absence extends beyond 80 working days and meets qualifying criteria. The plan provides a monthly disability benefit based on 80% of pre-disability salary.

STD – Because long term disability does not kick in until after 80 working days there is a need for something to fill the gap for teachers who do not have 80 accumulated sick days. This is done through the Short-Term Disability plan. This is also managed by MTS and covers the time between when you run out of sick days to when the LTD plan kicks in.

TRAF – This is your contribution to the Teachers' Retirement Allowance Fund, our pension. This is a defined benefit pension. This means that when you retire your monthly income will be based on a formula not on your specific contributions or how the markets were during your time as a teacher. Take a look at the TRAF website, www.traf.mb.ca for more details. The TRAF deduction is based on a per diem rate.

EI – This is the last deduction. This is our contribution to Employment Insurance. It is mandatory through the government of Canada but the association, RETTA, receives a portion of a rebate for EI paid by our members, while the division gets the other portion. The maximum payable changes each year, as does CPP and for the current year it is \$836.19.

I hope that you have found this informative and helpful. If you EVER have any questions regarding this or anything else, please contact the office at 204-661-1823. Please also don't hesitate to contact the RETSD Payroll department. Cindy Howe is fantastic and can help answer any questions related to payroll – 204-667-7130.

Tim Breen
President



Bill 28 At A Glance

What is Bill 28?

Bill 28, *The Public Services Sustainability Act*, calls for public sector workers to have their wages frozen for two years, followed by a modest 0.75% increment in year-3 with up to a full 1.0% increase in the fourth year.

Assuming inflation continues to increase by a rate of 2%, the net effect of this loss to purchasing power will be compounded year-over-year to the tune of 6.2% at the end of the legislated wage pause. For an average teacher across this province, this translates to approximately a \$15,464 loss to every single teacher.

Why is Bill 28 Necessary?

In short, it isn't necessary. The Pallister government claims that the wage freeze is necessary to get Manitoba's fiscal house in order, stating repeatedly that it will take "all hands on deck" to tackle the deficit.

Since January 2017, Manitoba's public-sector unions have put forward practical solutions that would generate government revenue and negate the need for government to freeze wages and cut the services Manitobans count on.

However, the government opted to ignore these solutions and chose to introduce the heavy-handed legislation that undermines the collective bargaining process.

In response, Manitoba's public-sector unions have come together to create a Partnership to Defend Public Services (PDPS). The Manitoba Teachers' Society is proud to add its name to the list of 26 other unions who represent over 120,000 public-sector workers.

In June 2017, Bill 28 was passed, however the Pallister government chose not to proclaim the legislation. Regardless of when the act is proclaimed, the impact of the government's new law is already being felt at the bargaining table.

So on July 4, 2017, the Partnership to Defend Public Services launched a legal challenge.

Why A Legal Challenge?

Bill 28 shows blatant disregard for the collective bargaining rights of the workers who provide public services to all Manitobans. As recently as November 2016, collective bargaining has been affirmed by the Supreme Court of Canada as a charter right. *Not only is Bill 28 unfair, but it is unconstitutional.*

This legal challenge will be long and the process will be slow. However, it is necessary for MTS to stand with other unions against Bill 28 so that we are united in pushing back against attacks on the rights of working people in Manitoba and the government's plans to cut the services our friends and families count on.

The Bystander Approach; in reference to violence against women

One of the repeating themes in my studies on Equity and Social Justice when it comes to violence against women is that it really isn't a female problem. It is a male problem. This idea first came to me when I went to the Women's Symposium held in the Yukon. Jackson Katz was the keynote speaker. A lot of the information that he presented really spoke to me and I thought it would be wise to share it again with members.

The following is an abbreviated bio on Jackson Katz.

Jackson Katz, Ph.D., is an educator, author, filmmaker and cultural theorist who is internationally renowned for his pioneering scholarship and activism on issues of gender, race and violence. He has long been a major figure and thought leader in the growing global movement of men working to promote gender equality and prevent gender violence.

He is co-founder of [Mentors in Violence Prevention \(MVP\)](http://www.jacksonkatz.com/about-jackson/), one of the longest-running and most widely influential gender violence prevention programs in North America, and the first major program of its kind in the sports culture and the military. MVP introduced the

"bystander" approach to the sexual assault and relationship abuse fields; Katz is a key architect of this now broadly popular strategy.

He is the author of two critically acclaimed books, *The Macho Paradox: Why Some Men Hurt Women* and *How all Men Can Help*, and *Man Enough?* Donald Trump, Hillary Clinton and the Politics of Presidential Masculinity.

He is creator, lead writer and narrator of the award-winning Tough Guise videos. He lectures and trains widely in the U.S. and around the world on violence, media and the many intersections of gender, sexual orientation and race.

Jackson Katz notion of the "Bystander Approach" is key in understanding violence against women. The female focus is the prevention and warning signs that are used for women to educate them of the dos and don'ts of risk reduction as opposed to prevention. The male focus is educating men with the focus of them being perpetrators or potential perpetrators which lead to legal ramifications. The need to change social norms and look at other ways to affect change is key. Not just looking at the perpetrator and victim but also at the bystander, which made me think of bullying. The way we use language in our discussions when we are in our gender groups also needs to change and that men who privately hold beliefs about how women should be treated and spoken about usually don't feel safe to speak up because

they believe they are the only person in the group that feels that way. Silence to language and physical action is in fact consent to the abusive behaviour.

The following are some resources that I found helpful in explaining this new way of thinking when it comes to violence against women.

Movies:

- "Tough Guise"; Katz makes a powerful case that male violence, misogyny, and homophobia are inextricably linked to how we define manhood as a culture.
- "The Cool Pose"; the cool pose is a style affected by poor urban Black males who have few resources (middleclass income or the expectation of one, education, workplace authority, social status) to earn respect as men beyond their bodies, and their ability to strike a pose of "cool," "badness," or violence.
- "Beyond Beats and Rhymes"; this film is a riveting examination of manhood, sexism, and homophobia in hip-hop culture.
- "Man Prayer"; Violence against women hurts everyone, including men
<http://www.youtube.com/watch?v=nj7Zw4P8LPo>

Sabrina Fernandes
RETTA Executive



Note: Bio information taken from
<http://www.jacksonkatz.com/about-jackson/>

Professional Development at MTS

December 8, 2017	Understanding the Impact of Residential Schools: The Circle and the Box
December 11-12, 2017	Managing Conflict with Clarity, Confidence, and Courage
January 15-16, 2018	Religious Diversity: From the Charter to the Classroom
February 2-3, 2018	Leading and Learning Through Collaborative Inquiry
February 12-13, 2018	Creating a Culture of Dignity



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RETTA Humanitarian Fund

Don't forget, RETTA awards up to \$100 per school, per year, to support student initiated humanitarian projects that demonstrate compassion, self-sacrifice, leadership and creativity in advancing and promoting human welfare. Visit our library at www.retta.ca for details.

River East Transcona Teachers' Association

We are the second largest of 38 teachers' associations in Manitoba. We represent over 1500 teachers who work in the River East Transcona School Division. We have two full time teachers and one full time administrative assistant in our office working on your behalf.

Tim Breen – President
tbreen@retta.ca

Chris Darazsi – Vice President
cdarazsi@retta.ca

Janice Bell – Admin. Assistant
jbell@retta.ca

206-1100 Concordia Ave.
Winnipeg, Manitoba
R2K 4B8

Phone: 204-661-1823
Fax: 204-661-0172
E-mail: office@retta.ca
Website : retta.ca

Dates to Remember

December 12	RETTA Council Meeting - KEC
January 23	RETTA Council Meeting – KEC
February 14	Early and Mid-Career Pension Seminar
February 20	RETTA Council Meeting - KEC
March 7	Maternity Seminar – pre-register

