



Dear member,

We wanted to make you aware that the River East Transcona School Division is the only school division in the province that is proposing the unconstitutional Bill 28 general percentage increase of two years of wage freezes (0 per cent), followed by 0.75 per cent in year three and 1 per cent in the final year of a four-year agreement (2018-22).

The Division's proposal is totally unacceptable. In February, a decision from an independent Arbitration Board awarded teachers in Pembina Trails increases of 1.6 per cent in year one, 1.4 per cent in year two, 0.5 per cent in year three and a Cost-of-Living Adjustment (COLA) in year four. Thirty-four school boards and local teacher associations across Manitoba, including three in the Winnipeg region, have subsequently agreed to the same increases over four years. This is what your association is seeking as a fair settlement. There is absolutely no justification for teachers in River East Transcona to receive anything less.

The Division's proposal would result in a loss of salary over the four-year period of \$7,500 (class five max). If these salary differentials are never recovered, a new teacher could stand to lose as much as \$150,000 over a 30-year career. Purchasing power and pension of all teachers will be significantly affected.

We are now in a race against the clock because Bill 45, which moves teachers to a provincial bargaining model, can be proclaimed as early as May 20, 2021. Once proclaimed, this bill will end all local bargaining, and deny you an arbitration process with your Division to settle your next collective agreement.

The Society has sought an expedited interest arbitration process to get RETTA members a settlement before the clock runs out. Unfortunately, the Division has dragged its heels and said they are unavailable to engage in an expedited process.

Despite the Arbitration Board asking for their items in dispute, the Division has been unable to identify any items in dispute, other than salary increase, and proposed arbitration hearing dates in the fall of the next school year. If Bill 45 is proclaimed later this month, fall is much too late.

You deserve better than this. We encourage you to make your displeasure with the status of bargaining known to those responsible – the decision makers who have refused to act. You should call or email the following people and ask why they are holding you back? Tell them that River East Transcona teachers deserve a fair deal. Here is how they can be reached:

**Senior Admin - 204-667-7130**

Kelly Barkman—superintendent/CEO	<a href="mailto:kbarkman@retsd.mb.ca">kbarkman@retsd.mb.ca</a>
Elise Downey—acting secretary-treasurer/CFO	<a href="mailto:edowney@retsd.mb.ca">edowney@retsd.mb.ca</a>
Karen Boyd—assistant superintendent—educational programming	<a href="mailto:kboyd@retsd.mb.ca">kboyd@retsd.mb.ca</a>
Mark Bruce—assistant superintendent—human resources (instructional)	<a href="mailto:mbruce@retsd.mb.ca">mbruce@retsd.mb.ca</a>
Jason Drysdale—assistant superintendent—educational services and planning	<a href="mailto:jdrysdale@retsd.mb.ca">jdrysdale@retsd.mb.ca</a>
Tammy Mitchell—assistant superintendent—student services	<a href="mailto:tmitchell@retsd.mb.ca">tmitchell@retsd.mb.ca</a>

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