

New Member Information Resource Booklet

2026-2027

www.retta.ca
(204) 661-1823

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River East Transcona Teachers' Association
(RETTA)

Welcome to the River East Transcona Teachers' Association!!! You have joined the second largest "local" in Manitoba. We are over 1400 teachers, administrators, consultants, and clinicians who are employed by the River East Transcona School Division (RETSD).

RETTA is one of 38 locals operating under our umbrella organization, the Manitoba Teachers' Society (MTS). Together, we work to advance the cause of public education and protect the rights of members.

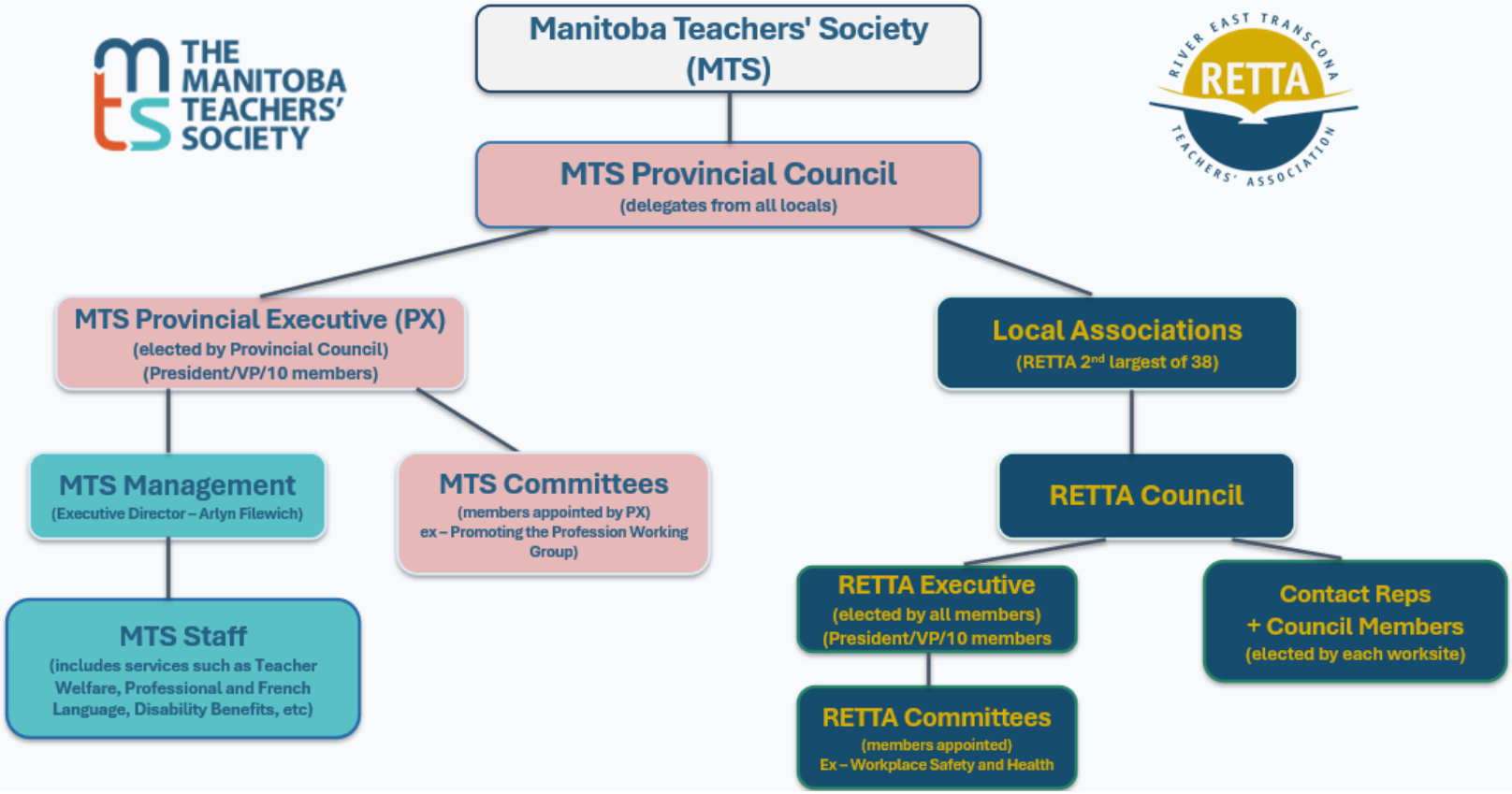
Your involvement with your Union could come about in many ways. You may need us to help you interpret the collective agreement and understand your rights. You may need us to help you in a dispute at work or in dealings with our employer. You may engage with us on exploring professional development and other opportunities. Hopefully, you will take part in one of our many wellness events that are among our most popular services for members. *These are just a few of the things we do*. Whatever the case, RETTA is here to help and to promote solidarity amongst you and your colleagues.

You may also want to be involved more directly. RETTA is a democratic institution governed by a constitution, bylaws, and policies. Often, members begin their involvement with **RETTA Council**, which is the highest decision-making authority and is made up of representatives from each of our RETSD worksites. If you are interested, each school has a **Contact Representative** who is responsible for RETTA communication and is a great person to get more information from. Council meets once a month. We also have an elected **Executive** which is made up of ten members and also meets once a month. Executive members play a major role on committees (you can see some examples on page 4) and on determining policies and initiatives that are taken to Council for approval. Executive is led by an elected **President** and an elected **Vice President** that work full time in the RETTA office managing the day to day operations of the Association.

If you are interested in learning more about how RETTA works:

- Page 3 contains a basic organizational diagram of MTS and RETTA
- Page 4 is an information brochure
- Page 5 contains a list of our current President, Vice-President, and Executive.
- Check out www.retta.ca for all things RETTA.

Manitoba Teachers' Society — Basic Organizational Structure



what is RETTA?

RETTA stands for the **River East Transcona Teachers' Association**. We are an association under the umbrella of **Manitoba Teachers' Society** that serve our membership within the **River East Transcona School Division**. We are the second-largest of 40 Teachers' Associations in Manitoba.

RETTA is led by two full-time teachers from the division, **elected by our membership** to serve as **President** and **Vice-President** of the association, they are assisted by elected **Executive Table** and **Council** who play a key role in **representing** and **supporting** its membership.

Who is a RETTA member?

There are many types of members within RETTA:

- Teachers
- Consultants
- Principals and Vice Principals
- Counsellors
- Guidance
- Psychologists

How RETTA supports YOU

- **Represents** its membership
- Guides you through your **contract**
- **Listens**, **advocates**, and **resolves** member **issues**
- Provides **professional growth opportunities**
- Offers **member resources**
- Provides member **Wellness Events**

.....and **more**!

Have any QUESTIONS?

Connect with RETTA

Members can reach out to RETTA by in various formats: **phone**, **email** or by filling out the **form**.

Reach out in the way that works best for you!

Contact Information:

- **President** – Erin Bergeron: president@retta.mbteach.org
- **Vice-President** – Gord Fritzsche: vicepresident@retta.mbteach.org
- **Admin Assistant** and **Treasurer:** Raquel Waterman – treasurer@retta.mbteach.org
- **Office Phone:** 204-661-1823
- **Address:** 206-1100 Concordia Avenue

RETTA Executive

Our Association employs both **a full-time president and vice-president** (both elected) as well as a full-time administrative assistant.

President: *Erin Bergeron* (president@retta.mbteach.org) advocates for, and represents, all members through communications and liaison meetings with the division. She is also the liaison between RETTA and Manitoba Teachers' Society.

Vice President: *Gordon Fritzsche* (vicepresident@retta.mbteach.org) is the teacher representative on the joint Divisional Workplace Safety & Health committee, and Personal Professional Development Fund (PPDF) committee, among other duties.

Members at Large: There are up to ten Members at Large whose portfolios vary from year to year. For the 2026-27 school year they are:

Deborah Baschuk - Student Services ○ Indigenous Chair	*Amber Marion* - John Henderson ○ Equity and Social Justice Committee ○ Women in Leadership Committee
Joan Derksen-Miklovic - Miles Macdonell ○ Workplace Safety and Health Chair ○ Bylaw and Policy Review Committee	*Jason Oliver* - Arthur Day ○ MTS Provincial Executive ○ Bylaw and Policy Review Committee
Erin Ellison - John G Stewart ○ Group Benefits Chair	*Derek Paul* - Murdoch McKay ○ Group Benefits Committee
Yury Kruk – Hampstead ○ Bylaw and Policy Review Committee	*Esthathios Petroulakis* – Donwood ○ Maternity/Parental Leave Seminars ○ Workplace Safety and Health Committee
Tony Kuleza - Valley Gardens ○ Education Finance Chair	*Erin Thomas* – Polson ○ Equity and Social Justice Chair ○ Women in Leadership Chair



MTS and RETTA Benefits Resources

Remember that your membership in RETTA and MTS gives you access to services, resources, and benefit entitlements. Most of these can be found in the Manitoba School Employees Benefit Plan (MSEBP).

Among these are:

- Group Life Insurance
- Dental Coverage
- Extended Health (ex. Full or partial coverage for vision, travel, prescriptions, medical appliances, therapy, fertility).
    - These can be coordinated with a partner's plan.
- Short-term and Long-term disability

We also have access to a suite of mental health / work-life support services through MTS Kii. It is available 24/7!!!!

If you ever have any questions about your benefits – please reach out to us at presidemt@retta.mbteach.org or vicepresident@retta.mbteach.org or 204-661-1823.

MANITOBA SCHOOL EMPLOYEES BENEFIT PLANS



Manitoba Teachers' Society (MTS) Mission and Goals

Mission

The Manitoba Teachers' Society is dedicated to safeguarding the welfare of teachers, the status of the teaching profession and the cause of public education in Manitoba.

Goals

1. To provide for its members an organization that will give them an equal, effective and democratic opportunity to pursue their interests and aspirations as teachers.
2. To achieve for and utilize on behalf of its members a system of collective bargaining that will permit a fair and open negotiation of all economic benefits, professional rights and conditions of work of teachers.
3. To ensure for its members opportunities to develop their professional skills as teachers.
4. To protect and defend the individual rights of its members as teachers.
5. To positively influence educational change.
6. To be recognized as an effective agent of public education so that government will consult and maintain a continuous dialogue with teachers.

THE MANITOBA TEACHERS' SOCIETY

MTS CODE OF PROFESSIONAL PRACTICE

The Code of Professional Practice establishes the required standards of conduct for all members of the Manitoba Teachers' Society. A teacher's professional behaviour must reflect the spirit as well as the letter of the Code.

1. A member's first professional responsibility is to her or his students.
2. A member acts with integrity and diligence in carrying out professional responsibilities.
3. A member avoids involvement in a conflict of interest, recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological or other advantage.
4. A member's conduct is characterized by consideration and good faith. She or he speaks and acts with respect and dignity, and deals judiciously with others, always mindful of their rights.
5. A member respects the confidential nature of information concerning students and may give the information only to authorized personnel or agencies directly concerned with the individual student's welfare.
6. A member first directs any criticism of the professional activity and related work of a colleague to that colleague in private. Only after informing the colleague of the intent to do so, the complainant may direct in confidence the criticism to appropriate officials through the proper channels of communication. A member shall not be considered in contravention of this section in the following circumstances:
    a) consulting with the Society or the president of the member's local association;
    b) taking any action that is allowed or mandated by legislation.
    c) where the member is acting in good faith and without malice in the discharge of the legitimate duties of his or her appointed or elected position.
7. A member does not bypass immediate authority to reach higher authority without first exhausting the proper channels of communication.
8. A member makes an ongoing effort to improve professionally.
9. A member adheres to collective agreements negotiated by the professional organization
10. A member or group of members makes only authorized representations to outside bodies on behalf of the Society or its local associations. Without the express permission of the Society, no member(s) conferring with outside bodies may explicitly or implicitly claim that they represent the Society or its local associations.

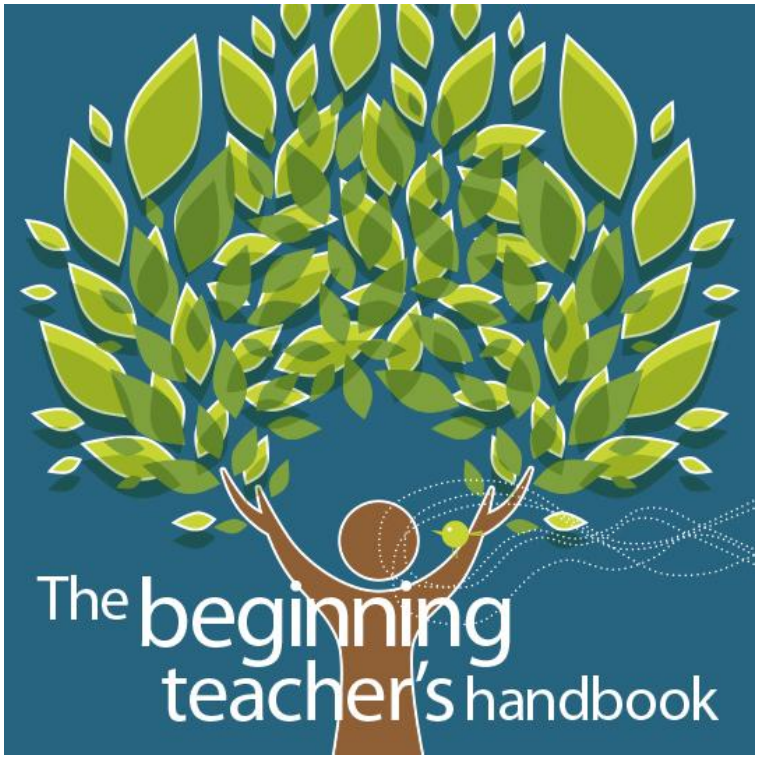
Violations of the Code shall be addressed through application of the Bylaws (Amended at the MTS Annual General Meeting, 2012).

MTS Resources

MTS – www.mbteach.org

- **My Profile**
  - An invaluable source of information for the Society and the Association is the "My Profile" site found on the MTS homepage. All members new to the Society must register by visiting the "My Profile" site. Please use your home computer and email address to register, not the divisional email.

- **New Teacher Resources**
  - So much support can be found in this section of the MTS Website.
    - Beginning Teacher's Handbook
    - Teacher Contractual Rights and Responsibilities Brochure
    - Online Safety for Teachers Brochure
    - Workplace Violence and Harassment Toolkit
    - Teacher Well-Being Resources Links
    - Teachers and Educational Assistants: Roles and Responsibilities



Personal Professional Development Fund (PPDF)

What is the PPDF?

In short – it gives you the opportunity to pursue your professional development interests by covering or partially covering the expenses associated with travel, conference fees, and necessary resources!

The Personal Professional Development Fund was created as a result of a Letter of Intent between the Board of Trustees and the Association. The fund is intended to stimulate and provide financial assistance for personal professional development of professional staff in the Division who are members of the Association covered by the Collective Agreement of the River East Transcona Teachers' Association.

This assistance will normally be used to fund:

- educational leave and attendance at conferences, seminars, and workshops
- Non-credit courses
- professional programs organized by outside agencies
- collaborative professional learning projects

Although the fund is intended to assist teachers in their personal professional development, it is recognized that this development will be of a kind that is beneficial to the Division.

Who is eligible to apply for PPDF?

For the purposes of Personal Professional Development all professional staff are considered to be teachers as per the Collective Agreement. All teachers, except those on leave, have equal access to funds regardless of contract time.

Where can I find the PPDF Guidelines and Application Forms?

The guidelines and application forms can be found at www.retta.ca. Please check the PPDF section for all details contact the office.

What am I eligible for?

A teacher may be funded for up to two in-town activities per school year. The maximum funding for yearly activities will be $500.00 (excluding substitute costs).

Once every three years, a teacher may access a $3,000.00 maximum lump sum amount for an out-of-town PD activity. Some restrictions apply, **please refer to the PPDF guidelines**.

RETTA Events

Every year we offer popular events designed to give members a chance to socialize, build connections, improve wellness, and learn!

[Check out our calendar here!]

Check out an example of some of the events that we offer!

