

## PCTA Executive Minutes

**Date and Time:** Nov. 4, 2015 @ 4:45

**Location:** Austin Elementary School

**In attendance:** Wilf Lehmann, Nicole L, Krystal N, Mary H, Tracy L, Tim K, Cam W, Michelle Ryz, Steven W, Mark B,

**Regrets:** Randy Chambers, Kyle McKinstry, Ardin Masson

1. Items for adoption
  01. Agenda – Nicole L/Tracy L.
  02. Minutes from last meeting -
  
2. Items for discussion or information:
  01. Teacher education funds PCTA
    - a. Increased from \$500 to \$750
  02. Website
    - a. Tim made updates – executive names will be emailed to Tim along with personal email address, by Mary,
    - b. excess to forms
    - c. [tklein123@outlook.com](mailto:tklein123@outlook.com) - Tim's new email
  03. Newsletter
  04. Data – base, new member emails
    - a. Mary received a couple new email addresses
  05. Provincial election
    - a. MTS Central WPG is spending a lot of time on the upcoming provincial election
    - b. April election – want teachers to be added to data base in time for the upcoming town hall for MTS
    - c. PC, NDP, and Liberal candidates will be in attendance at the meeting.
    - d. More info to come from Wilf on the upcoming town hall.
  06. End of August pay
    - a. Wilf had a meeting with Sec. Treasurer. – Issues are with C.U.P.S program which is based in Alberta. Wilf will meet again with Secretary Treasurer in 2016 to see if some changes have been made.
  07. PCTA clothing
    - a. Samples to be picked up by Tim from Screen Door
    - b. Had samples but Kyle and Randy were absent ☺
  08. Dental Plan
    - a. Is there an interest in opening up a dental plan?
    - b. Dates will be set for a vote
  09. Collective agreement issue
    - a. personal leaves – when allowed/not allowed to take
    - b. there has to be a memorandum of understanding
  010. Budget presentation to the board
    - a. Randy and Wilf need to work on a presentation to the board.
    - b. Sports costs, furniture upgrades within the schools maybe part of the presentation.

### 3. Reports

#### **Presidents Report: Wilf L.**

1. Meetings with the Superintendent.
2. Meeting with the Sec.-Treas.
3. Meetings with Staff Officers
4. Attended the PD meeting in October
5. Attended the Western President's meeting in Brandon Oct. 13/15
6. Attended the Provincial President's meeting in Winnipeg Oct 24/15
7. CBA discussions with Bargaining Chair
8. Discussions with Vice President Watson
9. Discussions with GES Principal
10. Discussions with WMCI principal
11. Discussion with a WPS&H rep

#### **Vice Presidents Report** – Cam W.

Consulted with PCTA President multiple times about PCTA business and membership concerns.

1. Attended the Western Presidents meeting with Wilf in October.
2. I will be attending the PD seminar ON November 6<sup>th</sup>-7<sup>th</sup>
3. Addressed multiple member issues in conjunction with the president.
4. I would like to discuss the dental plan at our next meeting.
5. Are part time teachers going on full day field trips and not being compensated?
6. Could we see an example of an updated violent incident report?
7. Promotional idea from Park West to give out Booster Juice. Is this something we want to do?

#### **Public Relations Report** – Michelle Ryz

PR Chair, M. Ryz, attended the North End Wellness Fair (morning only) at Gladstone Elementary School on October 8. 18 free books were handed out to preschool aged children.

PR Chair was unable to attend the 2015 Public Relations Seminar will be October 17, 2015 in Winnipeg, due to personal commitments.

A 2015-2016 Public Relations Grant application was completed and submitted. The grant application was for internal use to Promoting Wellness. Three items with PCTA logo – lunch kit with reusable container, water bottle, and an apple stress ball, were proposed.

Sample jacket sizes available for fitting from the Screen Door.

We have not ordered golf shirts from The Screen Door before, but it would be possible. We would need to notify them of the style before we can get a price.

After the technology difficulties at the AGM in June, M. Ryz proposes to purchasing HDMI adapters for future use at the Austin Community Hall or other locations.

#### **PD Chair Report** - Krystal Nicholls

Upcoming PD days

- a. Friday, November 27 pm – In-school PD
- b. Friday, March 18 – In-school PD (High Schools)
- c. Friday, April 15 pm – In-school PD (Elementary/colonies)
- d. Friday, April 29 – In-school PD (Elementary/colonies)

pm – In-school PD (High Schools)

e. Friday, September 30, 2016 – Darren McKee

- I have chaired one Joint PD committee meeting on Wednesday, October 14 and one meeting with only PCTA members attending on Thursday, October 22. Thanks to Wilf and Michelle for your support at this meeting. This meeting was very productive.

- The next Joint PD committee meeting will be held on Wednesday, February 17, 2016.

- PD Chair fall seminar is November 6 and 7. Thanks to Cameron for attending this conference on my behalf.

### **Treasurer's Report** – Mark B.

I received a cheque for \$7484.62 from PCSD for union dues, and a cheque for mileage from MTS.

### **Employee Benefits Report** - Kyle McKinstry

Employee Benefits Seminar – Saturday, October 3, 2015

- Short Term Disability Plan:
  - Income replacement where sick time does not provide pay up to the 80 day waiting period for the Disability Benefit Plan to commence
  - Coverage:
    - Benefit – same as DBP 80% of net earnings, not taxable
    - No waiting period, coverage begins as soon as sick time stops
  - Premium – September 2015 premium – 0.17% of salary = anywhere from \$5 to \$10 per month
  
- TRAF – A Discussion on Sustainability – Ability to be sustained, supported, upheld, or confirmed.
  - As a Defined Benefit Plan, TRAF offers its members a basic pension for life based on years of service and salary along with some early retirement provisions and cost of living allowances “COLA”.
  - Sustainability Challenges
    - Increased longevity has the effect of increasing the cost of the defined benefit
    - The Longevity Challenge:
      - In 1979, a 58 year old TRAF new retiree was expected to live to 82.2. At that time, the average cost of a \$1 monthly pension was around \$144.
      - In 2009, a new TRAF retiree of the same age was expected to live to 87.5 and the average cost was around \$177.
      - Longevity costs are expected to continue to increase, perhaps at an even faster rate.
    - Longevity and Sustainability
      - The increasing costs of longevity must be offset with increased revenue or cost savings of an equal amount.
      - There are three sources:
        - Contribution Policy (effectiveness is impacted by active to retired ratio)
        - Investment Policy (increasing risk in the hope of increasing return to pay for longevity costs has the effect of increasing the likelihood of becoming unsustainable)
        - Decreasing benefit levels (last resort)

- If longevity trends continue and there is no appetite for further contribution increases by either the membership or the Province, benefit levels may need to be adjusted for the TRAF plan to remain sustainable over the long term.
- Plan Maturity and Sustainability
  - TRAF's active to retired ratio is currently 1.1 to 1.
  - The lower the active to retired ratio, the less impact a contribution rate increase will have on improving funded status and reducing sustainability risk.
  - Membership Profile:
    - Active: (Working Teachers) 15,706 – 42.9%
    - Deferred: (Once a Teacher – Transferred Professions) 7,048 – 19.3%
    - Retired: (Not Working) – 13,852 – 37.8%
- Blue Cross
  - Blue Cross proposed 8.2% Health Increase
  - Trust negotiated Health renewal was 4% increase to rates
    - Changes – September 1, 2015
      - Eye exam coverage increased to \$100 from \$75
- Manitoba Public School Employees Group Life Insurance Plan (MPSEGLIP) Update 2014 Financial Results –
  - Accumulated Surplus is approximately \$5,334,830 – No change to rates
- MTS Optional Life Insurance Plan – Why Do I Need It?
  - Provides additional income security for your family
  - Top up coverage your spouse may have – is your spouse underinsured?
  - Covers children also
  - Use as mortgage insurance
    - In most cases costs are lower than bank/credit union
      - Example: Based on Non-Smoker

Age	MTS Optional Life	Large Financial Institution Mortgage Insurance
35-39	\$7.04	\$13.20
45-49	\$18.74	\$34.80

- Coverage does not decline (but you can reduce)
  - Coverage continues into retirement, when work based coverage stops, up to age 70
  - Coverage evolves with changing needs – you can apply to increase or decrease coverage as your needs change, such as birth of child

**Education Finance Report** - Randy Chambers

On October 3, I attended an Education Finance seminar held in Winnipeg. Joseph Warbanski who is the policy analyst for the Teachers' Society gave a presentation. He reviewed the Budget Process and cycle for the province of Manitoba public schools.

We also reviewed Education Revenue sources and were given hands on introduction to Frame Data sites and indicators. PCTA is now able to access frame data via the Intranet, which will be valuable for the up, and coming budget discussions with Pine Creek school trustees.

#### WSH - Steven Williams

Divisional Safety Officer:

Bob has completed basic inspections of all the schools in Pine Creek and reported that all schools are in good shape. A full inspection will take place in all buildings in Pine Creek by the next WSH mtg. He is in the process of organizing standard first aid for high school students & staff that need to be re-certified but would like to first have 2 or 3 staff members certified to be trainers.

School Site Reps 2015:

Site reps for this school year are: AES - Kim Young, GES - Fiona Kramer, LES - Amanda Kopp, MES - Steven Williams, PES - Allison Dayholos, MCI - Penny Wilson, WMCI - Paul Koshel and Colony Schools - Nicole Terrick

First Aid Training:

Training will be set up for train the trainer on November 17 & 25, 2015, candidates must have Standard First aid training to take the course. Ardin Masson & Marc Gaudet are possible candidates to be trained as First Aid Trainers and possibly someone from WMCI. Steven Williams will be running a re-certification for MES staff this spring. The maximum number for a class is 12. If there are more than 12 staff who need re-training

Possibly Bob Gaiser may be able to run a class. A comment was made that teachers for the shops & Phys-Ed classes should be trained in Standard First aid, this is a provincial regulation. Bob will check that staff who are in these classes are trained

Work refusal flow chart:

Work Refusal flow chart discussed at committee level. Bob will be creating one to bring to the committee to review. Copy provided to PCTA for review.

Workplace Violence Reports from Sept 9 to Oct 5, 2015:

It was recommended that the report be scanned and emailed to Bob Gaiser and Steven Williams. Bob will communicate the report to Brian Gouriluk; decisions at that time will be made if other members of the committee should be involved. Bob will monitor the process of the report to ensure that the file is dealt with and finally closed. A summary report is given at every workplace, safety, and health meeting as well as once a year to the Board of Trustees.

It is very important to report any type of incident, which help to establish a pattern with students. A recommendation was made from Brian G that the report process and form be pulled out of the Division's policies and put into divisional procedures, this will make the process easier for the committee if they want to make any changes to the procedures and form for workplace violence reports. The Committee was in favor of this recommendation. Brian took the recommendation to the Board of Trustees on October 13 as well as the principal's meeting in October.

A separate email account will be set up for Steven Williams to access the Violent Incident Reports for added security and privacy.

Committee variance report:

Variance is up this year and will require letters from PCTA as well as other groups around the division.

Attending Workplace Safety and Health training.

MTS workplace Safety and Health Training- Portage La Prairie November 9<sup>th</sup>, 2015

Workplace safety and Health training- Division office December 10<sup>th</sup>

## **Teacher Welfare Report** – Nicole Lehmann

Since our last meeting:

- I attended the all-day session for the Bargaining Fall Seminar
- There are currently 24 settlements across the Province.
- I have spoken with the President regarding Bargaining issues
- I have spoken with various members of PCTA regarding the status of our negotiations
- Sent an email to the Board (Negotiations) Chair to clarify positions regarding the status of bargaining.
- I have spoken to Diane Beresford with regards to the status of our bargaining position.
- I have spoken with other staff officers about issues related to bargaining around the Province.

## **ESJ** – Tim Klein

I attended a two-day ESJ Seminar in Winnipeg on October 16 and 17. It included a full day of professional development on anti-racism with Sheelah McLean, a full day change simulation activity, and a regional meeting.

### 3b. Business arising from reports –

01. Michelle R. motions to purchase adapters for the projectors/second by Cam W.
02. Approve PCTA PD fund forms – Krystal/Michelle
03. Forms to be posted on PCTA website

### 4. Correspondence

### 5. In camera

### 6. Next Meeting, date and location

01. Wed, Dec. 2, 2015 @ WMCI @ 5:00

### 7. Adjournment – motioned to adjourn by Krystal N.