

AGENDA

Group/Committee Name:	2016-2017 Pine Creek Teachers' Association
Date and Time:	May 11 th , 4:30
Location:	Gladstone: GES
Those in Attendance	Krystal N., Mary H., Alana M., Cameron W., Joshua W., Mark B., Wilf L., Nicole L., Ardin M., Tim K., Diana M.B.,

Regrets: Mike T., Steven W., Jason L.,

1. Items for Decision

- .01 Adoption of Agenda – Wilf/Joshua
- .02 Adoption of Minutes (last regular meeting) – Mark/Ardin

2. Items for Discussion

- .01 Summer seminars – bring up right after AGM so hotels can be booked for people going to Hecla
- .02 Re-alignment of local regions/ letter – our region has been moved into South Central – send a letter on behalf of PCTA – Alana/Ardin - All in favor
- .03 Presentation on Provincial government plans – Cameron presented a presentation on MB Fascial overview – should we have MTS present this at AGM?
- .04 PCSD Policy Update – dropped a part out of the policy – Brian G. and board agreed to do so
- .05 New Superintendent/liaison – Bruce Lyons – Liaison meeting on May 29th @ 7:00 @ GES
- .06 PCTA AGM – Austin Hall is booked for Tuesday, June 13th – doors open @ 4 & meeting starts @5
- .07 AGM Binder – make sure you get registered if you're planning on going to AGM in WPG June 8th
- .08 Dental Plan – could/will be affected depending on what the outcome of bill 28

3. Items for Information

- .01 President –

Presidents Report 2017/ May – Cameron Watson

I have addressed a number of member concerns about, PCTA administration, parent aggression, administrations issues, TRAF, personal leave and extracurricular leave.

We attended a Western President meeting in April to discuss regional issues and solutions. In addition to the Western Presidents meeting, I attended a President's Council meeting in Winnipeg in late April. I

have also had a few informal meetings with Executive, Members, Administration, BPTA President, Vice President of MTS, President of MTS and Staff Officers. I will be attending the Binder meeting in Brandon and the AGM in Winnipeg later this month.

.02 Vice President

Vice Present Report – Nicole Lehmann

Missed Spring Bargaining in February, but got turned at Portage due to storm/ice. Was filling in for Mike.

On Monday, May 15th, Cam and I are going to the Provincial AGM Binder meeting in Brandon.

.03 Treasurer

TREASURER'S REPORT: May 11, 2017 – Mark Bjorgford

Activity since last meeting:

- Finalized financial review with Hambly McKay: \$763.
- Paid \$522 to PCSD for sub costs for executive members
- Reimbursed Alanna \$728 for PR expenses.

Our financials for 2015/16 are attached. I will be sending a copy to MTS after we accept and sign the documents.

I have prepared a possible budget for the AGM. I tried to simplify/combine some of the expense accounts to reduce the number of expense items. As per our discussion at the last executive meeting, I suggested the possibility of reducing fees this year in order to get below the 75% surplus threshold. In the attached Excel spreadsheet I used \$115 for fees, which is a \$50 reduction. We can discuss that further on Thursday.

Motion to approve budget– Nicole/Diana

.04 Committee Reports

Workplace Safety and Health Report – Steven Williams

The last WSH committee Meeting was held on March 23rd, 2017. PD on Asbestos was also done in the afternoon for the committee.

The next committee meeting is on May 29th, 2017.

There is a budget of \$8000 for Pine Creek School Division's shops. The budget is for upgrading the guarding on the shops equipment.

No issues with Workplace Violent Reports. No committee investigations have been completed in 2017.

It is encouraged that all staff who work alone follow the schools work alone procedure. Please review with staff at all schools.

Site Inspections are completed as per Manitoba Legislation of all workplaces in Pine Creek School Division.

Teacher Welfare Report – Mike Toews

Not a lot to share in the last couple of months. I have fielded many questions around extra-curricular hours and how to manage them, as well as how things work for part time term positions vs guest teaching. I have also been in contact with another local association in regards to caseload of our speech pathologist and how that all works in our division.

I will be stepping down as bargaining chair next year. There are several reasons for this, one of which is prioritizing home life and community involvement. I would still like to continue on with committee involvement and table team work, but I feel I do not possess the time or administrative skills needed to manage a bargaining year.

Education Finance report – Jason Lucas

Regional meeting for Ed Finance Chairs was on same evening as Parent teacher, so I was unable to attend. I will be getting in contact with Joseph W. (Staff) to discuss materials as they pertain to Pine Creek.

I will be attending the MTS AGM at the end of May.

ESJ Report – Tim Klein

Since our last executive meeting . . .

- I have attended *Our Human Rights Journey: Educating for Action* on April 20th and 21st.
 - Keynotes:
 - John Ralston Saul gave a strong message that human rights are not abstract, they are a reality that takes many forms and their protection and advancement are an increasingly urgent matter in Canadian society
 - Raheel Raza's message was that we live in a time when the term diversity and human rights have become buzz words. We need to put aside political correctness and have real conversations about diversity and human rights.
 - Chief Wilton Littlechild, an Expert Member of the UN Expert Mechanism on the Rights of Indigenous Peoples provides advice to the UN Human Rights Council. He shared his life-long commitment to bringing about change in this organization.
 - Dr. Cindy Blackstock spoke of current issues of discrimination that First Nations children face in Canada.
 - Other sessions I attended included:
 - Stand Up To Stigma - Big Daddy Tazz
 - Relationality, Reconciliation and Anti-Oppressive Education - Dr. Alex Wilson

- Drumming at the Heart of Indigenous Culture - Bernadette Smith and Maples Collegiate Teenage Bears
- Mental Health: Yours, Mine and Ours - Deb Radi, Taylor Demetrioff
- Non ESJ related – updated PCTA Website to include March minutes
- I will be attending AGM as well

PD Chair Report – Krystal Nicholls

Ardin Masson and Kim Young accessed the PD fund. Both need a cheque written for \$200. (Please Mark)

I attended a Western Regional PD Chair seminar on April 24 in Brandon.

Summer seminar for PD chairs is Monday, August 21 to Wednesday, August 23 in Hecla.

I will be attending MTS AGM.

Committee meeting is on May 17th.

Benefits Report – Diana Mae Boychuck

MTS Benefits Meeting

Brandon, MB Wed, April 26 '17

Topic #1 Preferred Pharmacy Network

The Preferred Pharmacy Networks were live for January 1st 2017. The intent of these networks is to provide pharmaceutical services to the plan participants on, either a mail order basis with Express Scripts or, in Winnipeg at Costco. Use of either of these providers will cause Blue Cross to use a 90% Co-pay per script inclusive of any delivery charges. Either provider can be used for any eligible pharmaceutical prescription however, due to time constraints, the concept is probably more applicable to maintenance drugs as opposed to emergency prescriptions.

Use of these preferred pharmacy networks creates an economy of scale for the provider which then allows the plan to offer a greater Co-pay. It is important to remember that the use of the network is not compulsory, the plan participant can still use a pharmacy of their choice, but if they do so, they will continue to receive the same co-pay, 80%, as they do today.

With Express Scripts, it also allows for some administrative controls to be put into place. Where applicable, the plan participant or the prescribing physician, by contact with the pharmacy tech at Express Scripts will be encouraged to obtain the maximum allowable prescribed amount, in Manitoba 90 days. While it may seem a bit controlling it will also

allow the pharmacy tech/pharmacist to deal with prescription adherence more accurately. All prescriptions work best when they are taken according to the directions. A problem with all drug therapy is when the patient administers the prescription incorrectly. A single pharmacy allows the pharmacist to notice if the scripts are actually obtained according to the regular schedule, it indicates that the prescription is being administered appropriately.

Obtaining maintenance prescriptions on the maximum allowable time period also creates cost efficiencies for the plan. In 2015, the average script length for maintenance pharmaceuticals under the MPSE plan was 53 days as opposed to the 90 day maximum. Lower script lengths increase the costs to both the plan as a whole and the member.

Topic #2 Early Mid-Career Pension Sustainability Seminars

Participation in the Early Mid-Career Pension Sustainability seminars, as at February 9th, has had about 600 registrants ranging from 21 to 87 participants at 11 seminars.

Overall the evaluations have been very positive with quite a number indicating that the nature of the information presented by TRAF and the Society is quite complex. That being said the evaluations also indicate that the seminars and information is very timely and beneficial.

It is the intent to continue these seminars in 2017/18 with slightly different information driven by the results of the seminars in 2016/17 but still focusing on Pension Sustainability. Unless, of course, the Government wants to commence, and move much faster, in discussions at a convened Pension Task Force.

Topic #3 Salary and Premium Increases

Dental and EHB premiums automatically increase along with any negotiated Salary Increases. This was meant to and has accounted for Dental Fee Guide increases over the ensuing years, and has actually, along with correct estimates of expected claims created surpluses in the plans. As we approach the 2018/19 bargaining year the question becomes what will happen if there are enforced or encouraged wage freezes. Fees and Fee Guides will still increase at medical/dental inflation.

Topic #4 Long Term Disability Termination Ages (Referred AGM resolution)

Since 1995, the Long Term Disability Insurance, for all plan participants has terminated at the earlier of; a combination of at least age 60 and 30 years of pensionable service or age 65. Age 65 is common in Long term plans offered by any insurer. In May of 2000 the Society received a ruling, from the Manitoba Human Rights Commission on the question of any potential discrimination by limiting the coverage to an age below 65. (The question was referred to the Commission in 1995).

As the Insurance is based on income replacement when one becomes disabled and that replacement is roughly similar to what one receives on a pension after 30 years of pensionable service, the Commission did not see any financial or age discrimination. It

also recognized that as the plan is a group plan, and if the age limitation was not implemented, there would be significant effect on the plan participants as a whole, in the form of premium increases or benefit reduction. Therefore they concluded that there was legitimate reason to limit the age to an age below 65. In 2017, actuarial analysis of the effect of moving the termination age to 65 would necessitate in the premium going to;

1.87% - 2.02%	at a funded ratio of 130%
2.02% - 2.18%	at a funded ratio of 140%
2.17% - 2.34%	at a funded ratio of 150%
from the 1.39%	

Also, given that a claimant who qualifies for the CPP Disability, (on average 33.3% of DBP claimants qualify for CPP Disability) which goes to age 65, and accesses TRAF at 30 YOPS and at Final Average Earnings of \$80,000 receives more income than the same person on DBP income replacement with or without the CPP Disability offset.

Therefore, the current termination ages will remain unchanged.

Topic #5 Coverage for Substitutes

Provincial Executive referred a Business Arising Resolution regarding 'on the job injury coverage' for Substitutes to DBP, GBSC WS+H and CBSC. Each committee considered what could be done under their respective mandates.

DBP – due to intermittent nature of the work, lack of continuity of work, and potential for multiple employers, the group would have to be experience rated as a separate group. This would result in; separate and likely premiums not as favourable as contract employees, inability to rehab the claimant to any actual work placement, insurance selection, indeterminate period for the wage replacement, and a capped duration for the claim. As result the DBP committee determined that LTD was not an option.

STD - for the same reasons as above and that EI Canada only recognizes contract employees for the premium reduction program, if STD were in place, then MTS would have to compel Employers to contract Subs.

GBSC – Due to Insurance selection and the lack of plans in the Insurance industry for casual employees, GBSC determined that Dental and EHB were not an option. Presently Substitutes can have Life Insurance under the Optional Live plan.

WS+H – If workplace injuries take place then the respective protocols in each Division and under the Act take effect. All certified teachers are an optional category under the Workers Compensation Act. If Subs or teacher were covered then the employers must pay the premiums and that must be negotiated with each employer. For contract teachers the DBP would either offset the WCB income or pay the majority of the claims for any potential WCB claimants.

Information items

#1 On Line Claims system at Blue Cross

This past year Blue Cross went to an on line claims system for the plan participants registered for '**My Blue Cross**'. Claims can now be submitted without the accompanying invoice. However, Blue Cross, may request the supporting documentation within **30 days** of submission and, for audit purposes, may request for **up to 12 months**. If the documentation cannot be submitted the claim will be denied, or recovered in subsequent prescription costs.

#2 Optional Life

The Optional Life plan is open to any present or former MTS member and their **spouses/partners**. As a result, it may be particularly important for **your term teachers or substitutes** as the MPSE Group Insurance ceases when the term ends and is not available to substitutes. Optional Life can be started at the first of any month, and will require at least a medical questionnaire. It does not flow through the employer. It is administered by Mercer and all forms or premiums must flow through them. Information on the plan is on the MTS website and is also provided in the meeting kits.

- I'll be attending AGM as well

PR Report – Alana Madsen

I purchased drinks and treats for teaching staff for our March report writing/ PD Day.

I purchased books, scissors and dice for the South end Preschool Wellness fair and attended that May 10th at AES.

I have booked the hall in Austin and Austin pac for our AGM on June 13.

I've also included the AGM Poster not sure if we include retirements or not.

.05 Correspondence: General Secretary, President (flowers), MCI

1. New

4. Business arising from minutes -

5. New business -

6. In Camera – Wilf/ Nicole

7. Dates of Next Meeting: AGM on June 13th Austin Hall – doors open at 4 – meeting starts at 5

8. Adjournment - - Mark/Krystal