

## AGENDA

<b>Group/Committee Name:</b>	2017-2018 Pine Creek Teachers' Association
<b>Date and Time:</b>	November 8 <sup>th</sup> , 4:30
<b>Location:</b>	MCI
<b>Those in Attendance</b>	Cameron W., Nicole L., Krystal N., Jocelyn F., Chris S., Tim K., Kim T., Jason L., Mary H., Mark B., Joshua W., Diana M.B., Dillan M., Nicole T., Robert M., Steven W.,

**Regrets:** Wilf L.,

1. Items for Decision

- .01 Adoption of Agenda – Jason/Chris
- .02 Adoption of Minutes (last regular meeting) – Mark/Jocelyn

2. Items for Discussion

- .01 Mat Leave top up – letter has been written to division on this topic.
- .02 Data collection – Every school has to report on number of student in their school
- .03 New MTS Region – Regions have been amalgamated – we're not with the western region anymore – we're with south central
- .04 Per diem/Minimum Wage for babysitter – voted – all in favor - carried
- .05 Community/Divisional Involvement – acknowledge if teachers from PCTA are involved in an event – take pictures and put on @MTS on twitter – put on PCTA website
- .06 Subs – it's a massive issue across the province finding subs -
- .07 Land acknowledgement/Liaison – Liaison meeting coming up on Nov 13<sup>th</sup>,**

3. Items for Information:

- .01 Preferred Pharmacy Network – look into getting prescription for 10% within Canada through Costco or Preferred Pharmacy Network
- .02 MTS Handbooks -
- .03 MTS Workload Survey -
- .04 PRI Investment Principles -
- .05 President

### **Cameron Watson – Presidents Report**

I had a very busy start to the year. I have answered a number of emails regarding member issues and MTS updates. I have had many informal meetings with members regarding a range of issues. I attended a Western Presidents rogue meeting, South Central presidents meeting, Presidents Council Meeting and Workplace

Health and Safety seminar. I also attended a safe graduate meeting to answer questions regarding PCTA and MTS encouraged changes to graduate at William Morton.

The PCTA has officially filed a grievance with the PCSD in relation to the application of the collective agreement between it and the Division concerning maternity top up benefits. Our Association along with most Associations' in Manitoba are grieving the issue to ensure women are not discriminated against regarding their maternity benefits. No individual in Pine Creek has come forward to grieve the issue; therefore, the PCTA is grieving the issue as an Association.

I met with the Mr. Lyons to broach the topic of a liaison meeting. We discussed a range of other issues as well. I also was in contact with Glen Anderson and several staff officers regarding personnel issues.

.02 Vice President

### **Nicole Lehmann – Vice President**

Since our last meeting, I have had conversations with our President and Past President about issues that have arisen for PCTA. I have been engaged in many conversations with members regarding their benefits within our CBA. Many members still are not aware of the parameters around leaves of all types, especially personal leave (restrictions). I have been asked by an administrator to further explain the prep time clause. I have answered questions about term contracts, and the language and interpretation of some of our clauses such as compassionate leave, sick leave, and short term and long term disability. Also, I attended a grad meeting.

.03 Treasurer

### **Mark Borgfjord - Treasurer's Report**

I received a union dues from PCSD in the amount of \$5 249.47.

I am in the process of getting the books ready for the accountant. I should hopefully have the process wrapped up before the Christmas break.

We need to amend the motion from last meeting concerning a third signer of cheques. The motion should state: "I move that we amend motion 2.05 as follows: I move that we approve Chris Samels as a third cheque signer, and that he may sign any PCTA cheque that is not written to him."

I have not yet received proof of enrolment from the two PCTA scholarship recipients. I have talked to the MCI grad about getting the paperwork to me. I received a thank you letter from Christopher Melnyk, but I am still waiting for the paperwork.

Motion to amend Chris Samels as a third cheque signer - carried

.04 Committee Reports

### **Chris Samels – Collective Bargaining Chair**

MTS FALL 2017 COLLECTIVE BARGAINING SEMINAR

I attended this session on Saturday, September 30, 2017.

Highlights of the session included discussions on:

- Bill 28 and the retroactive nature of the bill if proclaimed
- Bill 28 Strategies and Implications for Bargaining (Presented by Garth Smorang) – comparisons made to both Nova Scotia and Alberta
- Date set for Spring Bargaining: March 17, 2018
- Presentation on collective bargaining timelines
- Article analysis (U of M issue) – Nick Martin article
- Economic Fiscal and Labour Relations Update
- PPP discussion
- Analysis of 2017 workload surveys
- Mike Bell presented on interest rates, how Bill 28 will hurt rather than help the Manitoba economy, MB Budget (50% for Health Care, 20% Education), Hydro Debt. (serviced through monthly utility payments, no need of additional subsidies or taxes)
- Regional group meeting – discussion on need for electronic surveys (will be meeting with previous chairs to see if they have them rather than re-invent the wheel).

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

I attended the fall seminar in Winnipeg on November 3 and November 4 until noon (I left early due to weather and road conditions). Highlights included:

- ✓ Vinh Huynh - keynote speaker
- ✓ Visitation of agencies available for refugee families in Winnipeg
- ✓ FRAME information
- ✓ Regional meeting

PD committee meeting held on Monday, October 30. Next committee meeting will be held in January.

Upcoming Pine Creek PD for 2017-2018

- ✓ Friday, December 1 (pm) - In-school PD
- ✓ Friday, March 16 - In-school PD (high schools)
- ✓ Friday, April 23 (pm) - In-school PD (elementary)
- ✓ Friday, April 27 - In-school PD (elementary)
- ✓ Friday, April 27 (pm) - In-school PD (high schools)

Upcoming MTS dates:

- ✓ Winter seminar - February 9 and 10
- ✓ Spring regional meeting - TBA

### **Nicole Terrick – Public Relations Report**

Attended the public relations seminar in Winnipeg on October 24th.

## Kim Tait - Indigenous Chair Report

I attended Chair training in Winnipeg on Oct. 13. We listened to a presenter (Sheelah McLean) speak on the topic of anti-racism and anti-oppression. There are two additional days of training scheduled for early February, with one of the days designated for explaining the role of Indigenous Chair.

## D.M. Boychuk - Benefits Report

An Employee Benefits Seminar was held at McMaster House Auditorium (191 Harcourt St, Wpg) on Sat, Oct 28th, 2017.

Hosted by Jonathan Waite, Chair of the Group Benefits Standing Committee.

MPSE (Manitoba Public Schools Employees) Dental/Extended Health Trust presentation by Doug Doleman and Glen Anderson.

- As of Jan 1 2017, the Group Life Trust and Health/Dental Trust were moved into one that's now named the Benefits Trust. No impact on members, it was publicized in Jan'17.
- Health plan has a \$4.5 million surplus
- Health claims distribution: almost half the claims are for drugs but that % has gone down over the past 20 years.
- Overall claims increased by almost 12% and surplus has been drawn on but Mercer (the organization that oversees the MPSE Benefits Plan) is keeping an eye on it.
- Reasonable and Customary charges in the plan changed on Sept 1 '17. The issue was that spas were being charged for massage services and that's inequitable province wide.
- Overall, the dental plan has a small surplus.
- We'll get our Dental Plan financial statement in May/early June
- The Life Insurance Plan has a \$3.2 million surplus
- Health renewal premiums are increasing. They are currently subsidized by the surplus, but that's projected to only last another 3-4 years. Outlined in the Sept '17 newsletter.
- Group life insurance renewal has also been increased. Outlined in the Sept '17 newsletter. Currently also subsidized to the tune of 11.3%
- **MTS is marketing optional life insurance: it's an option for teachers contracted less than 60 days, subs, underinsured spouses, can be used as mortgage insurance, and retired persons up to age 70 - This needs to be promoted to PCSD members <http://www.mbteach.org/mtscms/2015/08/10/optional-life-insurance> or call Mercer 204-947-0055**

## Pension Sustainability Seminars

- Same as what was started last year, they are hosting seminars in the same locations as last year, but we can add a local one to the list, same as what we did last year.
- Essentially, because the teacher pool is shrinking relative to the amount of retired teachers (and this is going to keep progressing for the next several decades), in order to keep the pension sustainable, **contributions will need to rise, and/or ancillary benefits will change.**
- As of right now, if everyone retired, the pension could fund us all (101% funded status)
- We had a review of Defined Benefit (DB) vs. Defined Contribution (DC) pensions.
- There's also a Target Benefit pension in NB that MB is watching closely.
- Ave retirement age is just over 59 yrs.

- In 1963, there were 10 working teachers for every retired teacher. 1973, it was 5:1. Now, if I'm reading my scribbled notes correctly, it is .75 working teachers for every retiree.
- After the review of recent changes to pensions in other provinces, it's clear that MB's TRAF is pretty much the best in the country, us and Quebec.
- MB Health care pension was summarized, as well as recent changes.

**Summary:** the long-term outlook is that yes, our pension is sustainable BUT there's very little margin for changes.

- Reducing ancillary pension benefits such as the early retirement benefits could significantly strengthen future funded status.
- Glen Anderson wants feedback from members: what's acceptable in these probable options? What are some reasonable numbers?

There's also a summary page of Bill 28.

### **Tim Klein - ESJ Chair**

I attended the ESJ Fall Seminar in Winnipeg. We joined the PD Chairs on the first day where Vin Huyuh, Principal of Hugh John Macdonald School spoke of his experiences as an immigrant to Canada and programs at his school. Groups visited agencies that work with immigrants (NEEDS, IRCOM, Welcome Place, The Peaceful village, and CEDA). The focus for the second day was a presentation entitled *Hate Speech is not Free Speech: Educating for Anti-racism in a colonial State* and Regional Meetings.

Not connected to ESJ – I updated some information on the PCTA Website

### **Jason Lucas – Ed Finance Report**

The meeting started off with an update on Bill 28. The update sheet has three sections: What is Bill 28? Why is Bill 28 necessary; Why a Legal Challenge?

Presentation of Budget Process and Cycle. Education policies with adequate resources may well be reduced to fiction! The Educational Policy should precede fiscal policy.

Materials presented about engaging our board and the times they are working on. We should be sure to ask about staffing, special needs funding and the programs of our division.

The next discussion was about P3's (Public Private Partnerships) and SIB (Social Impact Bonds)

### **Steven Williams – WPHS**

Meeting Nov. 6.

.05 Correspondence: Liaison (Nov 13<sup>th</sup> @ 4 at the division office) Mat leave letter and response with Division, New MTS handbook. (Nicole and Krystal will attend meeting)

4. New

5. Business arising from minutes

6. New business
7. In Camera – Mark/Krystal - Motion to go out of camera – Kim/Nicole L.
8. Dates of Next Meeting: Neepawa/BP -
9. Adjournment – Nicole L./Jocelyn