

AGENDA

Group/Committee Name:	2020-2021 Pine Creek Teachers' Association
Date and Time:	5:00 /Tuesday/October 20th
Location:	Via Zoom/Gladstone
Those in Attendance	Cam Watson, Mary Hofer, Karlie S, Bill B, Kim T, Joshua W, Steven W, Mark B, Tim K, Krystal N, Nicole L, Chris S, Jocelynn F, Jason L, Diana M.B, Amanda S

Regrets: Alana M,

1. Items for Decision

.01 Adoption of Agenda – Kim/Joshua - adoption to change agenda – Kim, Chris

.02 Adoption of Minutes (last regular meeting) – adoption of last minutes - Karlie, seconded by Nicole

2. Items for Discussion

.01 Covid – are students and staff wearing masks – do we need face shields

.02 Mask Vote/mask exemptions – proposal to purchase masks for PCTA members as see fit up to \$1000 – motioned by Krystal/seconded by Jason

.03 Presidential Phone Claims – Chris made a motion for president to get reimbursed for extra phone expenses – seconded by Steven. To be revisited at AGM – all voted in favor

.04 PCTA Budget -

.05 Sub Planning – you don't have to do 2 weeks of planning for a sub, but you are required to plan 5 teaching days – have emergency sub plans in your sub binder in case of emergencies

.06 PCSD PD – PD is supposed to take place during work hours. Don't feel pressured to take part in it after school hours.

.07 MTS PD Day – teachers are required to be at work on this day.

.08 Liaison – PCTA needs to sit at the liaison table with the division

.09 PCSD Professional Growth Plan Procedure -

.10 Loan – bank loan for \$2 million plus on the Pine Creek website under bylaws – at this time, its unsure what this loan was made for

3. Items for Information: Provincial exams cancelled in January, Medical accommodation information is available, Mask exemption information are available, Members can claim meals for online meetings from MTS, Bill C-4/ Federal Government has approved sick leave aid that will help substitutes and members that are out of sick leave. Boost in home schooling will not affect funding. Throne Speech talk of Education Review recommendations being released soon.

4. Correspondence: General Secretary, BTA President, GTA President, Glen Anderson, Multiple Staff Officers, Leah Giorvino, Lisa Firth (Dental Plan), General Secretary of MTS, Billie Couture (Collective Bargaining), Raman Job, Debbie Guillas, Danielle Dorge, Christian Winning, Randy Chambers/Board Chair

5. Chair Reports
6. Business arising from minutes/Reports -
7. New business -
8. In Camera – motion to go into camera - Krystal seconded by Jocelynn motion to go out of camera: Krystal seconded by Karlie
9. Dates of Next Meeting: Dec 1st venue to be determined
10. Adjournment – motion to adjourn Kim seconded by Krystal

Presidents Report: Cam Watson

I would like to thank the PCTA Executive for the approval of a new President's laptop. It has come in handy already and it is much better for PCTA confidentiality. I have had many informal meetings and calls with PCTA Members regarding a number of issues. I have also attended the meeting below virtually. I mailed or dropped off the honorariums for north end PCTA Executive. I met with Nicole, Karli and Jason over the past month to discuss PCTA business. Many members have reported sick leave and pay inaccuracies on Atrieve. They have also expressed a frustration with a lack of communication from the PCSD regarding solving these issues. I have been in contact with the PCSD and MTS and I will continue to do so until the inaccuracies are resolved. The PCSD has been stonewalling my attempts to resolve issues by either ignoring my attempts to communicate or dismissing the issue as something that School Principals should communicate to the PCSD. This shows a complete lack of respect for the PCTA local. This will not stand and will be addressed.

Issues in Pine Creek

- a. Sick leave inaccuracies Atrieve
- b. Pay inaccuracies on Atrieve
- c. Workload
- d. Code of conduct/Division staff
- e. Covid/ Physical distance
- f. Medical accommodation
- g. Unqualified subs
- h. Compassionate leave
- i. Unfair Labour Practices
- j. PCSD Budget transparency
- k. PD expectations
- l. Mat Leave

Meetings Attended:

September 30th President Check In
September 23rd Western Rogue Meeting
October 9th LTD Meeting
October 24th President's Council
October 28th Western Rogue Meeting

Bargaining chair report: Chris Samels

Attended the virtual bargaining Seminar on October 3.

PR Chair: Karlie Skiboo

I got a quote from Source for Sports to buy masks with PCTA on them for our members. The options are as follows:

****Pricing is based on QTY-110

OPTION #1

****MASK WITH PTCA FONT

\$5.81 PER MASK

Total with PST and GST \$6.51

$6.51 \times 110 = \$716.10$

OPTION #2

***MASK WITH PTCA LOGO

\$6.96 PER MASK

Total with PST and GST \$7.80

$7.80 \times 110 = \$858.00$

If we decide to order them, I will order this week.

I worked on finding spaces for the upcoming PCTA meeting and future meetings. I was looking for places where social distancing needs were met as well as wifi capabilities for those who still required or prefer attending meetings virtually. I also organized supper for the PCTA meeting.

TREASURER'S REPORT: Mark Borgfjord

I received proof of enrollment from the PCTA scholarship recipients: Breanna Cairns (MCI), and Weston Harder (WMCI). Each of them are receiving \$750.

I sent a cheque for \$200 to the *Stride Centre* in MacGregor for our sign rental.

Cam has been reimbursed for the laptop he purchased as well as the telephone allowance.

I am completing the year-end bookwork in order to pass our records onto the accountant. I should have this done in the next couple of weeks.

PCTA Benefits Report – Diana Mae Boychuk

COVID will probably affect premium rates in the future, but currently claims are lower than normal due to the shutdown. It is expected that pent up demand will increase claims in the next few months to year or more.

Life insurance is a multiple of yearly income, and the max had been 7x yearly income. As of the end of Nov '20, this will be changed to 5x yearly income (medical approval needs to be received by Canada Life before Nov 30). Maximum benefits going forward will be 1.1 million dollars. This is in the newsletter, but benefits info is distributed differently in each division.

The change in per hour massage fees (1 hour \$80, 80% max per visit) started in '20, so the current comparison table doesn't reflect those changes yet. No COVID related stats yet anyway.

COVID vaccinations will be covered by the government, but vaccines in general are covered by our plan.

Due to the recent premium increase, glucose monitoring machine coverage has been deferred to a later date.

LifeSpeak (video library on mental health & wellness) info reviewed, an email reminding PCTA members has been sent out.

No increase to PCSD Dental premiums. Extra cost of PPE at dentist offices will be appearing in next years accountings, so costs next year are almost certainly going to increase for divisions across the province.

Also a reminder about optional life insurance being available for spouses and supply teachers. Application form is on the MTS website.

MB School Employees Benefits Plans – their website is the go to place for all things such as ExpressScripts, retiree stuff, extended health benefits, etc...)

Short and long-term disability claims are actually down.

If a person gets COVID, the usual process (accessing STD) happens when sick time runs out. Negative COVID test results and self-isolation *are not covered* under short term disability. If you have sick days, use them. For those who don't have enough sick days to cover self-isolation, some divisions have been "fronting" sick time, but those divisions run the risk of teachers owing money to the division and there may not be protocols in place for those situations.

If you test positive, then you can access short term disability, retroactive to the test date.

"Safe Workplace/Teacher Welfare" may be necessary if a teacher contracts COVID due to student/cohort contact. It is predicted that there will likely be grievances on that issue.

Employee Assistance Plan (EAP) services are now remote/virtual but it's been working very well. More time for counseling due to less travel time, so there's been better access to services.

Pension sustainability seminars: people can go to any one of them, no restriction based on school or division location. No changes to the seminars.

Retirement: There are 2 dates during the year you can declare retirement (or by mutual agreement). Retirements are not going up but attendance at retirement seminars is increasing as is the requests for information. Currently there are 2500 teachers eligible to retire. We may see an increase in retirements.

Pension Fund: The province still hasn't talked to teachers about this and underfunding on the part of the province is still a problem. It becomes a real problem in 2052 which is when the province will owe about 11 Billion to the pension fund, if they keep NOT funding.

The talks to comingle the major provincial pension funds (i.e.: TRAF, City of Wpg, U of M, Civil Service, etc....) including making a separate investment organization, are ongoing with a current pause due to COVID. Obvious economies of scale would be a benefit, BUT we might lose on returns, i.e.: lowered bar on benefits. Its super complicated as coverage between those (6?) provincial organizations is so different.

Collective Bargaining CO-Chair Report: Joshua Waldner

Attended the virtual collective bargaining seminar on October 3, 2020. Topics included:

- Economic update of MB
- Collective Bargaining Updates (Louis Riel and Pembina Trails)
- Grievance Case Update

Indigenous Chair Report: Kim Tait

First meeting is going to be via zoom on Nov 13. Instead of two days of training, a decision was made for it to take place on Friday only.

PD CHAIR: Amanda Stewart

Since our September meeting, I have had one PCTA member apply for the Summer PD Fund. This member met the requirements and will receive their cheque following this meeting. I have registered for the PD Chair Virtual Fall Seminar, Friday November 20th.

ESJ – Tim Klein

- I will be attending the ESJ Chairs' Virtual Fall Seminar
 - November 27, 2020 @ 9:00 – 3:30

Non-ESJ Related

- Updates to PCTA Website

Ed. Finance Co-chair Report - submitted by Krystal Nicholls

- I will be attending the Ed Finance virtual fall seminar on Saturday, October 31.
- I finished PR duties as outgoing PR chair. I completed the evaluation of our PR External Grant (for the hot chocolate and coffees at Langruth and Plumas rinks) and emailed it to the PR department at MTS. I completed, organized and updated the PR binder to be passed on to Karlie/Jocelynn.

Education Finance: J. Lucas

Since the last meeting I have emailed twice and called PCSD for a copy of the FRAME report. Finally as of Oct 19, I got a copy of the Frame document emailed to me. I have forwarded on a copy of the document to MTS Provincial (Joseph Warbanski). I will be sitting down over the next little bit to go through the document and see what I can find. Joseph has also said if I have any questions to call him, but I must give him some time to crunch the numbers.

There is an Ed Finance meeting Oct 31 – Zoom meeting. I am unable to attend. But Krystal will be in on that meeting.

WPHS: Steven Williams

Nothing to report.

Vice President: Nicole L

Nothing to report.