

PCTA MEETING MINUTES

Group/Committee Name:	2021-2022 Pine Creek Teachers' Association
Date and Time:	5:20pm Thursday September 16 th , 2021
Location:	WMCI, Gladstone, Mb
Those in Attendance	Kim Tait, , Mark Borgfjord, Chris Samels, Tim Klein, Cam Watson, Nicole Lehmann, Karlie Skibo, Jason Lucas, Steven Williams, Bill Banyard, Danielle Henderson,

Regrets: Mary Hofer, Diana M.B., Krystal Nicholls, Tanya Polasek, and Joshua Waldner

1. Items for Decision:

- .01 Adoption of Agenda – motion to adopt amended agenda – Chris/Karlie
- .02 Adoption of Minutes (last regular meeting) – tabled.

2. Items for Discussion:

.01 Slam the Door on 64/ What next? – well the door was slammed. Will it return? Likely. Changed and resubmitted, likely after the next elections. Everything is still a question mark. Bill 64 wasn't the only concern. It seems nothing from the spring was really pushed through.

It's important to note that opposition came from grassroots and outside of MTS. MTS should recognize the locals and rural communities have power and can change outcomes, despite what they may think. Cam will be making his opinion known at the next opportunity.

The signage was highly visible! Not just to teachers, but community members, government officials. Interestingly, MTS put zero dollars towards this campaign. All the funds came from the locals.

Although we had been preparing for locals to be redefined, we need to look ahead at our financials. It may be time to go ahead and join another local. Thoughts on Portage? Or should we be looking elsewhere? We need to look who has a better collective agreement. Portage is interested so it is something to think about.

.02 PD / New Superintendent – the acquisition of Mr. Murray seems to be on-top-of-it. He was well versed in the collective agreement. He is direct and wants to move forward rather than looking backwards. He's a problem solver and wants to deal with things at the local level before things ever get too heated. Although this is sometimes unavoidable, he seems like he's willing to look for positive solutions. He is clear on the roles and responsibilities of the board and superintendent.

As for PD, there were discussions about keeping PD pragmatic and practical. He's not as interested in attaching large sums of money to big names and would like input from teachers.

.03 Provincial Bargaining – presented by Chris Samels

Chris is our delegate to vote Oct 1st and 2nd for provincial bargaining.

I attended summer seminar. The MFL leader gave the opening, speaking to various bills put forward by the government. Bill 16 is still concerning – removing arbitration and putting forward the right to strike could poison relations with communities.

Louis Riel was instrumental in bargaining when they really weren't supposed to – going against Bill 28. Kick started other divisions.

Tom, who is retired, was instrumental in getting that arbitration through. His leadership was huge and worked very hard.

The voting will take place Saturday, Oct. 2nd and 9am for provincial bargaining but we don't even know who the nominees are at this point. It's challenging now because you can only send one person.

.04 Dental / Glen Anderson meeting – Glen would like to meet with us to discuss a move to a provincial plan. This may be beneficial, but he will explain. It will likely be Thursday, September 23rd via zoom. Cam will send out an email with the link and exact time. The meeting will be about 30 to 40 minutes.

.05 CUPE – at any point they could strike. If they go on strike we are in solidarity. If we are asked our opinion on the matter, we should be stating 'no comment'. We can show them support by making arrangements to get them coffee/food/etc. However, this can't be done on Pine Creek time.

It does raise interesting concerns. We are not to do CUPE jobs. This could put principals in awkward positions in order to manage their buildings. With Covid-19 is it really safe? Does it become an unsafe work environment for students/staff? What might the outbreak risks be? If it got too concerning, we would need to contact MTS.

3. Items for Information:

4. Correspondence: Multiple staff officers, General Secretary, Glen Anderson / dental plan, Debbi Barber, Eileen Clark

5. Chair Reports:

PRESIDENT'S REPORT: Cameron Watson

I hope everybody had a good, long, relaxing summer. We will no doubt have another tumultuous year as Covid 19 rages on and the government contemplates next steps after the end of Bill 64. Our CUPE allies

are trying to obtain a deal and we will stand in solidarity with them. We can stand in solidarity, but we cannot get involved in their negotiations and we cannot slander our employer. Please contact me if you are wondering what you can do to stand in solidarity with CUPE. I have committed to be a part of the Provincial MTS Committee for the LTD and STD Benefit plans yet again. Sandra did write a letter so I wouldn't need to use the presidential time to be on this committee. There will likely be several meetings coming up too.

Issues in Pine Creek

- a. LES/PES Principal
- b. CUPE strike
- c. Lack of bus drivers
- d. Workspace
- e. Public Health Rules

Presidents' Council Report from Summer Seminar - submitted by Krystal Nicholls, attended on Cam's behalf

- The announcement of the vaccination mandate came out the day before Presidents' Council. There were several discussions centred around this throughout the day. There was a lot of feedback on MTS' push to mandate the vaccination and how they came about making that decision. It was mentioned that a lot of members brought concerns of disagreement, dismay, and feelings of being upset over MTS push to mandate the vaccination. It was explained that, when making decisions, PX look at governing documents (by-laws, constitution, code of conduct, etc) and past practices, and they try to make the best professional decision for the majority of members. Code of Conduct states that a members' first responsibility is to their students (and this includes safety of them).
 - o If a member doesn't/can't get double vaccinated and don't want to get tested frequently, they should be referred to a staff officer. They are dealing with things on a case-by-case basis. There is no one answer to this.
 - o Divisions can make their own conditions of employment, but they still have to adhere to the CBA and the 6 Principles of KVP (Big protection for us on policy development.)
- No regional meeting/discussion - They were looking for feedback on how Presidents' Council meetings and Presidents' Check-in Meetings were laid out, were run and if that's the format that they should do moving forward.

Summer Seminar/ submitted electronically by Krystal Nicholls

Keynote Speaker - Kevin Rebeck, MFL - "Together we are stronger"

- Presentation on what unions are about

Breakout Session - Ashleigh Deeley Michaluk and Tim Breen, MTS Staff Officers - "Managing Emotions and Relationships"

5 Core Concerns when dealing with people (Based on book "Beyond Reason" by Dan Fisher and Dan Saphiro

Appreciation, Autonomy, Affiliation, Status, and Role

Keynote Speaker - Gina McKay - Igniting the Spark! Solidarity, Activism, and Engaging with your Union Values

- Being aware of and including language for inclusivity and diversity
- What are the values that your union executive promotes?

Regional Meeting - This was done differently than in the past. All executive positions were together for a very large regional meeting. There was not really an opportunity to give a regional report of concerns, issues, etc. Three questions were posed to the regional reps, and we had about 20 minutes per question to discuss.

1. How are you building leadership with yourself and within our local?
2. How are you and your local raising awareness and taking action in the new educational landscape?
3. How are you currently engaging the local with union values (Solidarity, Participation, Activism)?

Breakout #2 - Sam Turenne and Raman Job, MTS Staff Officers - "Grassroots Conversation for Change"

- PR themed breakout session - similar session to what I had taken 2 years ago as a PR chair
- Be visible in communities.
- mtsshop.ca - Orange shirts
- Canva - free images that can be used in PR campaigns

Keynote - Nigaanwewidam Sinclair - "Re-envisioning Indigenous Student Success: A Path to the Future"

- 5 Principles for Indigenous Education:

- Indigenous Education spans every subject, every field, every area.
- Indigenous Education invites and includes the community.
- Indigenous Education encompasses the entirety of experience esp. "mystery."
Spirituality is NOT religion
- Indigenous Education is process-driven, not product-driven.
- Indigenous Education is about the future, not the past.

Breakout Session - Eric Sagenes and Andrew Peters, MTS Staff Officers - "Leading Locals for Impact in the New Landscape

- Repeat session from last year's Presidents' Council/Summer Seminar

- Successful leadership → building and sustaining relationships
- Model the way - be clear on your own personal values, walk the talk

VP REPORT: Nicole Lehmann

Nothing to report at this time.

TREASURER'S REPORT: Mark Borgfjord

No report at this time.

EDUCATION FINANCE REPORT: Jason Lucas

Nothing to report at this time.

BENEFIT REPORT: Diana M. B. (regrets – no report submitted)

PUBLIC RELATIONS CHAIR REPORT: Karlie Skibo/Danielle Henderson (Presented by Karlie)

Attended a virtual summer session and the gift basket was nice. Unfortunately, it didn't generate the ideas I was hoping for and as a relatively new person to PR, it wasn't as helpful as I had thought it would be.

PD CHAIR REPORT: Tanya Polasek (report submitted electronically)

1. Attended the MTS Summer Seminar Aug. 23 and 24.
2. Attended meeting with Cam, Lesley, and Keith on Tuesday, Sept. 14th. We discussed possibilities of one again working jointly to support the Professional Development of our members. These were preliminary talks, but I felt they were promising.
3. A joint PD meeting has been scheduled for Sept. 29th from 4:30-5:30. It will be chaired jointly by Keith and the PD Chair. PD Reps from each school will also be invited to attend to begin talks about how to move forward as a joint committee this year.
4. PD Reps. These are the names I have so far: AES—Pam Staples, GES Melissa Buhler. I will be emailing/phoning schools next week asking if they have a PD rep. If you could spread the word amongst your staff about this exciting opportunity, I would appreciate it. 😊
5. I had one request for summer PD money. I was thinking I would send out an email reminder to members about this opportunity.

WPHS REPORT— Steven Williams

Nothing to report at this time.

6. Business arising from minutes: None

7. New business: None

8. In Camera :

- motion to go in camera – Kim/ seconded by Steven

- motion to go out of camera – Jason / seconded by Kim

9. Dates of Next Meeting: Wednesday, November 17th – 5pm /Location: TBD

10. Adjournment: –Mark moved that we adjourn the meeting at 7:45. Tim seconded.