

PINE CREEK TEACHERS' ASSOCIATION
ANNUAL GENERAL MEETING AGENDA
4:30 PM on June 17th, 2019
AUSTIN COMMUNITY HALL

46 members present

1. Items for Decision

- .01 Adoption of Agenda – Nancy Smith/Wilf Lehmann
- .02 Adoption of Minutes from previous AGM – Amanda Ginter/Danielle Henderson

2. Items for Discussion

- .01 Open Nominations (Past President)
 - 1st call for nominations from floor-
 - President - Cameron Watson
 - Vice President – Nicole Lehmann
 - Secretary – Mary Hofer
 - Treasurer – Mark B.
 - Public Relations – Krystal N
 - PD co-chairs – Alana M./Amanda Ginter
 - ESJ – Tim Klein
 - Indigenous – Kim Tait
 - Collective Bargaining – Chris Samels
 - WPHS – Steven W
 - Ed Finance – Jason Lucas
 - Employee Benefits – Diana M. B
 - Member @ Large –
 - Jocelynn Foxen
 - Karlei Skibo
 - Joshua Waldner

3. Items for Information and Decision

- .01 President
 - a. PC Comprehensive Plan for Education
 - b. MTS Legal disputes
 - c. PCTA Rally for Education



Presidents Report / PCTA AGM – Cameron Watson

I have answered a number of emails and calls regarding member issues and MTS updates. I have had many informal meetings with members, local presidents, staff officers, MTS staff and the superintendent regarding a range of issues. As per decisions made by PCTA Member in June 2018, I attempted to make a resolution to Provincial Council, regarding

members leaving the room when government officials negatively affecting the PCTA attend an event. No other Association would second my motion, as an education review was currently ongoing and if Union local member left the room every time a government official entered a room, our voice would never be considered. With no seconder the resolution could not be presented at Provincial Council. Nicole and I were planning on following the second resolution agreed upon by the PCTA members at AGM 2018, which was for all PCTA members to walk out if a government official spoke at Provincial Council, but the Minister of Education did not attend in an official capacity for the first time since the early 1990's. I also opened the MTS 100th anniversary time capsule at McMaster house in January. I put a note to the future president of the PCTA in 2069 and some swag into the new capsule.

Member Issues in PCSD

- A. Subs
- B. Pay
- C. Loss of prep time
- D. Mental Health
- E. International Travel
- F. Code of conduct
- G. Merging of middle school into a high school.
- H. Bargaining

Meetings/Events attended as PCTA President

Summer Seminar: Aug

Presidents Council Meetings: Oct, January, April,

PCTA Executive meetings: Sept, November, January, Feb, March, April, May

MTS Regional Meetings: January

Workplace Health and Safety Meeting: October

Western Presidents Rogue Meetings: Oct, January, March, April,

Education Reviews: April, May

Binder Meetings: April 30th

PCSD Budget Night: Feb

Provincial Council: May 22nd-25th

General Strike 100TH Anniversary March: May 25 th

PCTA Rally for Public Education Planning meeting: May

PCTA Rally for Public Education: June 1st

Comprehensive Plan for Education

I attended two Education reviews. One as representing the PCTA in Brandon and one representing the Division in Winnipeg. I spoke to 5 different commissioners/advisors. I would like to say that the Commission will consider my input, but I fear that the Legislation has already been written and the reviews are a formality. With a small committee of PCTA members I

helped construct a letter to the commission regarding our education priorities. We also endorsed a letter from the PCSD student services coordinator. In addition to those pieces of input, I completed the online survey as a teacher and a member of the public.

MTS Legal Disputes

MTS has been continuing to fight the constitutionality of Bill 28 (the bill to restrict public sector wages for 5 years) in court with several other public sector unions. Two local associations have reached impasse in bargaining and have filed for arbitration. An arbitration date has been set for the fall.

June 1st Rally for Public Education

Together with a committee of volunteers from the PCTA Executive, I worked hard to plan and put together a Rally for Public education in Gladstone on June 1st. We invited multiple media sources, CUPE, the School Board, the PCSD School Division, other locals, the public, parents, etc. We gave out brochures detailing PCTA fears about the future of education in Pine Creek. We also handed out MTS 100th anniversary cake and books.

Collectively we have power!!!!!!!!!!!!!!!!!!!!

.02 Treasurer

Treasurer's Report: PCTA AGM – Mark Borgfjord

June 17, 2019

Duties and roles carried out throughout the year:

- Attending Executive meetings
- Attended the *MTS Treasurers' Workshop* in October
- Compiling financial records to comply with generally accepted accounting practices
- Working with/providing records to our accountant for review
- Providing MTS with financial statements
- Collecting, recording and depositing cheques payable to PCTA
- Writing cheques, recording transactions for expenses incurred by PCTA
- Recording/transferring financial records into *Simply Accounting*

Proposed fees for 2019/20:

We propose keeping fees at \$115 for next year.

Proposed 2019/20 Budget:

Changes from 2018/19

- Increase of \$700 for President Release Time
- Decrease of \$400 for dependent care
- Decrease of \$1600 for PD
- Increase of \$400 for AGM

Motion to adopt budget – Andrew Lewis/Nicole Lehmann

.03 Committee Reports

Vice President Report – Nicole Lehmann

Over the 2018-2019 school year, I:

1. attended the New Teacher seminar at Division Office at the end of August to discuss the role of PCTA with teachers new to Pine Creek.
2. hosted James Bedford (Provincial Vice-President of MTS) and Miles Blahut (COSL President) on a tour of six Pine Creek Schools on March 19th as part of the MTS's 100th Anniversary Celebration.
3. discussed the Manitoba Government Educational Review with a number of PCTA members as well as community members.
4. attended the PCTA Budget night presentation.
5. attended the MTS Provincial Council Binder Meeting in Elm Creek with the President.
6. was part of the planning committee for the PCTA Rally for Public Education.
7. worked on the layout of the brochure that was produced for the Rally for Public Education.
8. circulated and accepted the nomination forms for PCTA Executive positions for the upcoming school year.
9. attended the 100th Provincial Council of the Manitoba Teachers' Society as an official delegate and took part in the 100th Gala event.
10. worked with the President to write a letter from PCTA to the Commissioners of the Education Review expressing the concerns of Pine Creek teachers that we would like to have considered by the Province during the review.
11. have had numerous discussions with the President and other executive members regarding the state of affairs within our association and Province and the effects that may come as a result of those issues.
12. have had many discussions with PCTA members regarding a variety of topics including the education review, political climate of the Province, pensions, changes/expectations of our roles as teachers, CBA questions, etc.

PR Annual Report – June 2019 – submitted by Krystal Nicholls

- Attended the following:
 - o MTS PR fall seminar in Winnipeg – October 13
 - o executive meetings
 - o I attended the PCSD Budget night in February
 - o K – 12 Education Review in Carman – May 13
 - o March to the legislature – May 25
 - o PCTA Rally for Public Education – June 1
 - o PCTA AGM – June 17
- Activities
 - o Organized and ordered Booster Juice for staff – November
 - o Organized a PCTA clothing order – November/December
 - o Arranged to pay for hot chocolates and coffees in the Langruth and Plumas skating rinks - January
 - o Applied for and was approved for the MTS 100th Anniversary Grant – April
 - o PCTA Rally for Public Education – ordered materials to give away, arranged for the Gladstone Bakery to do the cakes, contacted the media, dispersed

advertising posters – May - The rally was well attended. We gave away 1.5 cakes, 100 keychains, 86 children's books, 68 pens, and 35 magnets. We had reps supporting us from Park West Teachers' Association, Brandon Teachers' Association, Portage Teachers' Association, Retired Teachers' Association of Manitoba, and Manitoba Government Employees' Union (MGEU). Thank you to all the PCTA members that came out to support the rally.

- Planned PCTA AGM – May/June
- I did not attend Pine Creek preschool wellness fairs this year as I was not informed, if any were held.

Year End ESJ Report – Tim Klein

- August 20 - 22, 2018: I attended the ESJ Chair Summer Seminar – Building Capacity. Here are some highlights: Exploration of the role of ESJ Chair Presentation of Women in Education Leadership Commission Report Equity and Diversity Education – Multicultural, Cross-Cultural, Antiracist/Anti-oppression, and Human Rights Education ESJ Regional Meeting.
- Met Cheryl Chuckry (MTS Staff Officer, Professional and French Language Services Department, now works with ESJ Chairs)
- Met with Kim Tait (Aboriginal Education Issues Chair) regarding ESJ and Aboriginal Issues Connections
- November 23 and 24, 2018: I attended the ESJ Winter Seminar, Highlights
 - Friday – Peace Literacy – was listed as a workshop presented by Paul K. Chappell, Susan A. Radford and Sharyn Clough providing new approach to education that helps us to see peace as a skill-set that can be developed through strategic instruction around peacemaking. Honestly, **I felt that the entire presentation was an infomercial** trying to sell us a program that can be implemented.
 - Saturday – Presentation on Intersectionality by QPOC (Queer People of Colour) &
- March 1 and 2, 2018 – attended ESJ Chairs' Winter Seminar in Winnipeg; Highlights:
 - Authentic Equity: Moving Beyond Celebrating Diversity presented by Paul Gorski. This thought provoking presentation calls more than just recognizing diversity (i.e. cultural fairs, presentations, etc.) but to follow the Direct Confrontation Principle. That is, recognize inequity, name it, and eliminate it.
- March 2 – Regional Meeting ESJ Chairs
- April 29 - Planning committee for the Rally for Public Education
- May 13 - Attended the ESJ Chairs' Spring Regional Meeting – South Central
- May 13 – Joined Regional Chairs at the Public Consultation to the Manitoba Commission on Kindergarten to Grade 12 Education in Carmen.

Non ESJ-related

- Maintained and updated PCTA Website
<http://pinecreekta.weebly.com/>

Employee Benefits - D.M. Boychuk, PCTA Benefits Chair

My activities this year consisted of answering any member questions regarding benefits, communicating with Glen Anderson as needed, and attending both the regional Benefits Meeting in April, as well as the regular PCTA meetings throughout the year.

The response to the Pension Sustainability seminars has been generally positive and, unless a pension task-force is struck, it is the intent to continue these seminars into 2019/2020.

There is not a lot of new information, and probably won't be until the gov't releases the report associated with the current public consultation. The following is a recent summary of all things Benefits related.

LONG-TERM DISABILITY

Short and long-term disability is being restructured for fairness, effective Sept 1, 2019.

Currently, disability benefits are calculated on as 80% of take-home pay (take-home pay is calculated as gross monthly pay less CPP, EI, prov & fed tax, and TRAF).

Formerly, if an employee had a 50% FTE in each of two divisions, their combined benefits was actually higher than if they were full time with one division. The calculations have changed to equalize this. Any claims that predate the Sept 1, 2019 cut off will be grandfathered under the current calculation formula.

SHORT-TERM DISABILITY

The premiums are going to be increasing by 0.01% .

The cost to premium ration has gone from 81% in 2016 to 105% in 2018, partly due to the 2016 addition of several associations into the plan.

For those with diabetes that requires injection of insulin, there's a new system called GMM (glucose monitoring machines) that is becoming cost comparable with the test strips that are more commonly being use (and covered) by our MPSE medical plan. A common brand of these machines is 'Freestyle Libre'.

Currently, the machines and subcutaneous sensors are only covered as an unlisted medical appliance and therefore can be reimbursed for 80% to a lifetime max of \$500. There may be a vote in mid May '19 to include GMM into the plan which would mean 80% of the cost of the machine and sensors would be covered over a prescribed period of time. If it's approved, then it would come into effect in Jan of 2020.

The trust that administers the MTS benefits needs more immediate and efficient ability to communicate with plan participants especially the retirees. As a result, all communication will include e-mail communication in addition to the other formats (websites, newsletters, regular mail). There was no time-line on this.

In addition to soliciting voluntary e-mail addresses from participants that have not already shared them with the trust, all new participants will supply an e-mail address, and retirees will be sent a reply form for email submission. There will continue to be a very generous notification period of any changes to coverage.

Mercer and or secretary treasurer will retain the email database, and each division will continue to retain copies of enrolment forms for payroll and HR purposes.

Glen Anderson forwarded the following report in early May '19 :

The 2019 Dental fee renewal indicates a premium increase of 5% which equates to an additional \$6.50/month family rates.

As you know PCTA's experience is limited as you entered the plan in September 2017.

In year claims/premium ratios were;

2017	0.7%
2018	-0.9%

PCTA's account indicates surplus or deficit position of;

2017	0.7%
2018	-0.3%

(Both the MPSE Trust and Mercer recommend a 20% surplus to account for Claims fluctuation)

While the values for both are fairly flat, if we don't increase the account position PCTA will likely run into difficulty in future years.

Mr. Anderson is always open to answering questions if anyone wishes to discuss this.

After the Association decides/accepts the recommendation, Mr. Anderson will prepare the Letter of agreement and Collateral for signature by the Association and Division.

Question re: benefits: Is the dental plan going to continue to go up? Diana's response: there's no way to predict that as it depends on how often the plan is used. Her understanding is that the only reason they had the most recent increase was because we did not have enough of a cushion between the amount of premiums coming in and how much the plan had been used the past year.

Workplace Safety and Health Report – Steven Williams

- The Workplace Safety and Health committee continued with a variance for the 2018/19 year which allowed for one centralized committee. The committee was comprised of 6 employee members and 5 employer members. The employer members included Superintendent, Maintenance coordinator, Transportation coordinator and a Principal.

- Thank you to our teacher representatives on the central committee: Paul Koshel, Nicole Terrick, Alan Warkentin and Sharla Davey. Also thank you to our school Reps: Fiona Kramer, Penny Wilson, and Tanya McLeod.

- Workplace Safety and Health Committee Meetings for 2018/2019
 - Thursday, October 4th
 - Friday, December 7th
 - Monday, March 18th
 - Thursday, June 6th

- Four Site Inspections have been completed at all of the workplaces in Pine Creek as per Government legislation. The committee has reviewed how to complete workplace inspections and how to minimize the disruptions. Inspections must be done during the day which makes it difficult for schools.

- Full review and implementation of the Divisional lock down and hold and secure procedure.

- Shelter in Place procedure updated

- First Aid Courses offered multiple times this year
 - Pine Creek is taking a lead in training more staff than what is required by legislation.

- The Central Committee Continued to review Procedures
 - WSH Terms of Reference, Right to Refuse Dangerous Work, Asbestos Control, First Aid Kit Contents and procedure, Lock Out Procedures, cleaning school washrooms, mopping floors, cleaning interior windows, stripping and waxing floors, safe use of ladders, trimming grass, snow blower operations, setting up portable tables, decanting cleaning chemicals, universal precautions, cleaning up rodent droppings, rodent disposal checking boiler rooms, moving school furniture, vacuuming, filter changing, transporting dangerous chemicals, crawlspace entry procedures, gasoline use, PPE procedures, working alone procedures, safety introduction for new employees and new worker orientation checklist, ` powered mobile equipment, powered mobile equipment check list, fall protection, contracted and self employed persons safety procedure, contracted and self employed persons acknowledgment form, air sampling procedures, racking and shelving procedure, machine guarding.

- Violent Incident Reports
 - Reports filed, with one investigation-
 - Incidents are down overall
 - Report form redesigned and is now simplified

- Hearing Tests completed early in the year. This will continue on an annual basis
- Presentations and Training
 - Safe Work Manitoba
 - Mental Health Awareness in the workplace
 - David Lampert- Cannabis awareness
- Various questions, discussions, and meetings throughout the year
- The WSH Variance is set to expire this year. Application will be made with Workplace Safety and Health Manitoba to continue with one central committee.

Education Finance Report – Jason Lucas

2018-2019

-

Attended PCTA Executive meetings

Attended Education Finance Meetings – Before and After the Provincial Budget was released

Attended AGM 100 – Alternate

Attended Strike Walk (1919 – 2019) – Saturday, May 25

Attended Rally for Education – June 1 Gladstone

Created the brochure – Rally for Education

Printed the brochure and posters – Rally for Education

Maintain the Twitter – Pine Creek Teachers' Association (@pine_teacher)

This year we saw a decline in educational funding in the Province of Manitoba. As we venture forward and with the educational review going on we are unsure of what will be happening with programs for PSD. The educational review when released will have major ramifications to the funding of education in Manitoba.

Over this past year there has been an uneasy feeling in education and exactly what the current government will do. Pine Creek has faced cuts to education that will be felt for years. Pine Creek has had a 2.3% decrease in revenues to pay for programming. Even with our enrolment going up, our funding for programs has gone down. Usually a local school board can raise money through taxation; this year the Manitoba Government limited divisions to a 1.9% increase, and limiting what a division could do to offset the shortfall. Provincial inflation was at 2.4%, which means costs are rising, but the divisions are getting less.

PD Report – Alana Madsen

The Joint PD committee met twice this year.

\$550 was given out in Honorariums to PCTA teachers that Facilitated Professional Development for fellow teachers in PCTA. Thank you to all the staff who facilitated In-School PD sessions during the 2018-2019 school year.

\$200 was accessed from the Summer PD funds.

Please remember that you can apply for reimbursement for post-secondary coursework. For more information, please see the PCTA website. pinecreekta.weebly.ca

I attended the following:

- ✓ Summer Seminar in Hecla
- ✓ Fall and Winter Seminars in Winnipeg
- ✓ Pine Creek School Division Budget Night in Gladstone
- ✓ PCTA Rally for Education in Gladstone
- ✓ PCTA executive meetings

2018-2019 PD days

- ✓ Friday, September 28 – Safe & Caring Schools
- ✓ Friday, October 19 – MTS Provincial PD Day
- ✓ Friday, November 30 – In-school PD (pm) elementary
- ✓ Friday, February 15 Divisional PD MacGregor Collegiate –Solution Tree Speaker Gerald Williams on RTI - Response to Intervention
- ✓ Friday, March 15 – In-school PD (high schools)
- ✓ Friday, April 5 (pm) – In-school PD (elementary)
- ✓ Thursday, April 18 – In-school PD (elementary)
- ✓ Thursday, April 18 – (pm) In-school PD (high schools)
- ✓ Feb 21st and June 29th – Divisional PD Day

Indigenous Chair Report – Kim Tait

2018/2019

First off, I apologize for my absence tonight. I purchased tickets to visit my daughter before the AGM date was set, and I was unable to change the travel dates on the tickets.

Attached is my report for this year. If you have any questions regarding the report, please pass them on to me.

I attended the Fall Indigenous Chair Training session in Winnipeg. The session focused on professional development on the topics of CMHR Indigenous Rights Programming, Anishinaabe Women's Teachings and Cree World View. One highlight was a presentation by Donna Carreiro from CBC on the resource - *Beyond 94: Truth and Reconciliation in Canada*. I sent one copy of this resource to each school. I have requested more copies once it is reprinted; however, the information is online at <https://newsinteractives.cbc.ca/longform-single/beyond-94>.

The winter training session was combined with ESJ Chair. As there was one representative from PCTA already attending, I did not go.

I enjoyed my year in this position. It was another learning experience for me. Looking towards next year, I anticipate that the role of Indigenous Chair position will be further clarified which will help focus and guide the Chair's actions.



JUNE 2018

- 6th Attended Pine Creek Teachers' Association AGM
- 27th Received letter from Robyn Winters re: Pine Creek's intent to bargain
- 27th send (division mail) response to Robyn regarding communication for setting agreeable dates to commence negotiations

JULY 2018

- No bargaining activity.
- Injunction lawsuit against bill 28 unsuccessful – main lawsuit scheduled for two weeks in November 2019.

AUGUST 2018

- 22-24 Summer Bargaining Institute (Hecla)

SEPTEMBER 2018

- 27 attended PCTA executive meeting in Gladstone

OCTOBER 2018

- 13 attended fall bargaining seminar (MTS)
- 29 Regional info meeting (Yellowquill School in Portage la Prairie) – presented by Norm Gould

NOVEMBER 2018

- 20 attended PCTA executive info night and meeting in MacGregor
- 28 received a letter from Robyn Winters regarding PCTA intent to bargain. Issue being handled at MTS level.

DECEMBER 2018

- 10 – received and read over possible LOU regarding summer PD (drafted by Cam Watson)
- 10 attended South Central Bargaining Session (Norm, Tom and Ashliegh presented)

JANUARY 2019

- 15 attended PCTA executive meeting in Portage la Prairie

FEBRUARY 2019

- 20 attended Portage la Prairie Budget night
- 26 attended Pine Creek Budget night

MARCH 2019

- 16 attended Spring Bargaining Seminar (MTS)

APRIL 2019

- 10 attended PCTA executive meeting in Austin
- Resubmitted letter of intent to bargain (delivered by executive members to D.O.)

MAY 2019

- 16 attended PCTA executive meeting at WMCI

JUNE 2019

- 17 attended Pine Creek Teachers' Association AGM in Austin

UPCOMING:

Fall 2019 – government will be announcing its intentions regarding bargaining procedures (omnibus bill blocked by opposition in March...)

November 2019 – multi-union challenge regarding bill 28 (two week trial)

MOST COMMON TOPICS OF DISCUSSION/INQUIRY:

- Leaves (personal, EC, compassionate, jury duty) – please read the CBA!
- Sick time
- Reimbursement for injury/expenses

Members at Large Reports:

Jocelynn Foxen:

This year I

- * Attended PCTA meetings
- * Attended AGM in Winnipeg
- * Marched in Winnipeg General Strike Parade
- * Attended and assisted with planning for the Rally for Education in Gladstone.
- * Attended Carman Ed Commission Review
- * Attended budget night

Karlie Skibo

I attended executive meetings.

Helped plan and attended the Rally for Public Education.

Walked in the parade for the 100th Anniversary for the general strike in Winnipeg.

Attended Carman Ed Commission Review
Attended budget night

Joshua Waldner

I attended executive meetings.

I attended the MTS regional information session hosted by Norm Gould at Yellowquill School in Portage la Prairie.

I attended the divisional budgetary meeting.

Andrew Lewis

I attended executive meetings.

I attending the divisional budgetary meeting.

Amanda Ginter

Attended executive meetings

Attended Rally

Attended budget

2nd call for nominations from floor:

Wilf Lehmann nominated Bill Banyard for member at large. Bill took on position.

3rd call for nominations from floor: Nicole closed nominations. No elections required. Nothing in constitution stating we can't have a co-chair.

4. Elections –

- a. President Cam Watson
- b. Vice P- Nicole L
- c. Treasurer- Mark B
- d. Sec – Mary H
- e. PR – Krystal N
- f. ED Finance- Jason L
- g. PD Co chair - Amanda G/Alana M
- h. ESJ – Tim K
- i. Indigenous – Kim T
- j. Collective B – Chris S
- k. WPHS –Steven W
- l. Employee Benefits – Diana M. B
- m. Members at Large
 - i. Jocelynn Foxen
 - ii. Bill Banyard
 - iii. Joshua Waldner
 - iv. Karlie Skibo

5. Years of Service Presentations –

- a. Wilfrid Lehmann 32

- b. Andie Compton-McLean 30
- c. Richard Oswald – 25
- d. Tenna DeJaehher- 25
- e. Winnifred Ferguson- 20
- f. Kimberly Tait – 20
- g. Corey May – 20
- h. Nicole Spence – 20
- i. Karen Sigurdson – 15
- j. Tanya McLeod – 15
- k. Theresa Morrison-Myers – 15
- l. Ron Winters – 15
- m. Steven Williams – 15
- n. Jannell Manns – 10
- o. Carolyn Farquharson – 10
- p. Mary Hofer – 10
- q. Jacelyn Sheppard- 5
- r. Amanda Slawinski – 5
- s. Natash Emerson- 5
- t. Ginette Snaith – 5
- u. Teresa Wright- 5
- v. Michael Toews- 5
- w. Tenley Cameron – 5
- x. Tracey Linski – 5
- y. Sheena Frank - 5

Retirement of Wilf Lehmann – 32 years – speech by Donovan Nemetckek

- 6. Adjournment – Jocelynn F/ Karli S
- 7. New Executive Meeting after AGM