

PINE CREEK TEACHERS' ASSOCIATION

JUNE 7, 2016. AUSTIN COMMUNITY HALL, 5 PM

AGM—AGENDA

Attendance: 57 members present

1. Items for Decision
 - .01 Adoption of Agenda – Cameron Watson/Krystal Nicholls
 - .02 Adoption of Minutes from AGM 2015 - Nic, Jason
2. TIMED ITEM (5:05)
 - Dental Benefit Plans presentation
 - Mr. Glen Anderson, Staff Officer –MTS Group Benefits

First round of nominations:

N. Smith nominated J. Lucas for Ed. Finance

M. Buhler nominated Diana M. Boychuk for Benefits

3. Items for Discussion and Decision
 - .01 Open Nominations for PCTA executive positions
 - a.
4. Items for Information, Discussion and Decision
 - .01 President's report

PCTA President's Report – Wilf Lehmann

1. Attended the seminar for Presidents (August)
2. Attended all Western Pres. Meetings (Brandon)
3. Attended all Provincial Pres. Meetings (Winnipeg)
4. Participated in Budget talks with the PCSDB
5. Attended PCSDB public budget meeting
6. Attended AGM Binder Meeting (Brandon)
7. Attended AGM in Winnipeg (May)
8. Attended all Bargaining meetings
9. Attended a Liaison meeting
10. Attended Ed. Finance meeting (Winnipeg)
11. Several meetings, calls and texts with MTS central (Gen. Sec., Pres., S. Ofs.,)
12. Several meetings with the Superintendent.
13. A few meetings with the Sec. – Treas.
14. Attended a meeting with PC candidate/Rep Eileen Clarke
15. Numerous meetings, texts and calls from PCTA members

On the horizon

1. Being prepared for the next four years and beyond
2. Teachers being complacent throughout the province

Thanks

1. To the PCTA executive
2. To the PCTA membership

.02 Treasurer's report (PCTA Budget 2016-2017)

Treasurer's Report: Mark Bjorgford

Duties and roles carried out throughout the year:

- Attending Executive meetings
- 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*

We will be looking for a new accountant for 2016/17 as our current accountant is no longer doing audits or reviews.

Proposed 2016/17 Budget:

The 2016/17 budget is similar to last year's. There were some minor changes:

- An increase of \$240 for review engagement
- Meals for Executive meetings dropped from \$1300 to \$1100
- Office Supplies dropped from \$150 to \$50
- Added a new expense line for "committee expenses" of \$500. This covers mileage for things like Ed. Finance meetings; WPHS workshops etc.
- Teacher welfare decreased from \$1500 to \$1000

Proposed fees for 2016/17:

We propose keeping the fees set at \$165.

Adopted: Mark Bjorgford/Tim Klein

.03 Committee reports

-Vice President:

Vice President/PCTA Final Report 2016/PCTA AGM - Cameron Watson

It has been a busy year. I have been busy learning the responsibilities of the president's role. I have attended all of the Western Presidents meetings in Brandon alongside the President. I have also had many discussions with the President and Teacher welfare chair about member and contract issues. I have met with the Superintendent regarding Skype teaching, EF tours and high school graduations. I have also sat on the liaison committee as a PCTA representative. I filled in for the PD rep at one of the PD general meetings in Winnipeg. I also attended every executive meeting and I was a representative at a PCTA meeting held with our newest MLA, Eileen Clarke. Last week I sat as an alternative delegate at the Provincial AGM in Winnipeg.

In addition, to the duties mentioned above I worked in conjunction with the table team and MTS staff to bargain our newest contract with the Pine Creek School Division.

-Public Relations

Public Relations Report – Pine Creek Teachers' Association

Submitted by: Michelle Ryz

1. A 2015-2016 **Public Relations Grant** application was completed and submitted. The grant application was for internal use to Promoting Wellness. Three items with PCTA logo – lunch kit with reusable container, water bottle, and an apple stress ball, were proposed. Unfortunately, the grant application was denied due to our PCTA money reserves being above the 75% ceiling, causing us to be automatically denied.
2. **PCTA clothing** (jackets and shirts) were available for all executive members from The Screen Door. PCTA covered 50% of the cost for each article of clothing.
3. PCTA supplied **Booster Juice** to all PCTA members on March 18th, 2016. Thank-you to executive members, Mark Bjordford, Randy Chambers, Wilf Lehmann, Cam Watson for helping with the distribution of 100 drinks.
4. PR Chair attended the North End **Preschool Wellness Fair** in Gladstone Elementary on October 8, 2015 and handed out free books and magnets. PR attended the annual South End Preschool Wellness Fair at MacGregor Elementary on May 11, 2016. Thank-you to Krystal Nichol for handing out free printing books, books, and magnets to all the preschool age children.

5. Organized the **Annual General Meeting**, including retirements, with the help of executive members.

I will be stepping down as Public Relations Chair and wish to thank the local executive and members for all of their support over the past year.

-Equity and Social Justice

Equity and Social Justice – Tim Klein

- ESJ Summer Chair Seminar, October 16 and 17 highlights
 - Anti-Opressive Education with Dr. Alex Wilson
 - Introduction to Balance – MTS Wellness Program
 - Change Simulation Activity
 - Regional Meeting
- ESJ Winter Chair Seminar, February 19 and 20 highlights
 - PD on working with refugee students
 - Received new ESJ Chairs Handbook
 - Regional Meeting
 - Shared information regarding ESJ activities in PCSD
- Attended Regional Meeting May 9
- In addition to duties as ESJ Chair, I maintained the PCTA Website

PCTA Employee Benefits Report – Chair Kyle McKinstry

It has been a privilege to represent PCTA as their Employee Benefits Chair for the 2015-2016 year.

This year's main focus has been on exploring the possibility of implementing a Dental Plan in Pine Creek. Manitoba Teachers' Society Staff Officer Glen Anderson is here this evening to provide us with information on the Dental Plan on the coverage options.

Step 1 – Engage MTS Benefits Representative to attend AGM to provide Dental Plan Presentation

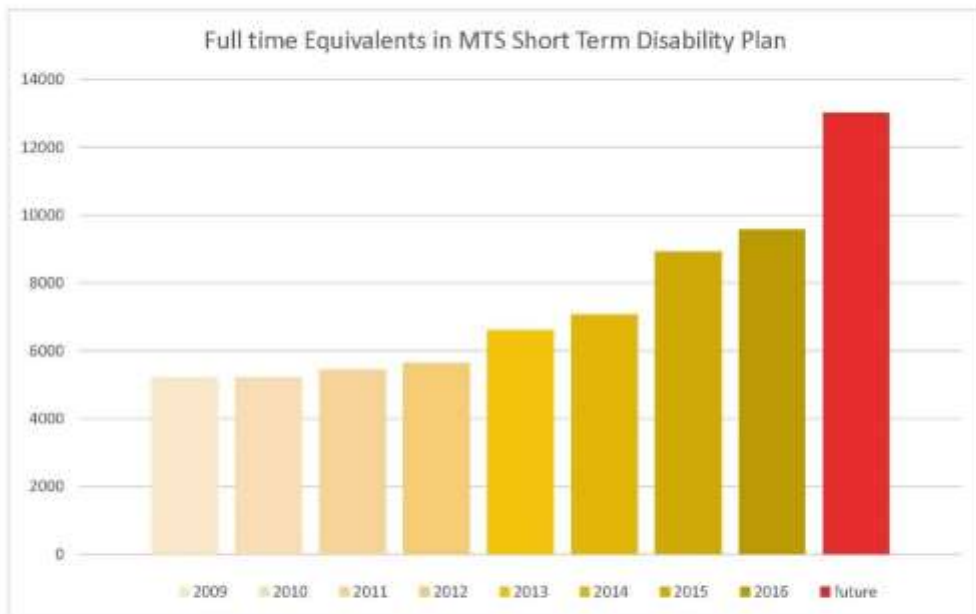
Step 2 – Dental Plan Presentation – MTS Staff Officer Glen Anderson – PCTA AGM – June 7th

Step 3 – Make Recommendation Regarding Survey Feedback

Step 4 – If Recommendation is to proceed, Vote to Implement Dental Plan

- **Preferred Pharmacy Network** – Purpose of this network would be to provide pharmaceutical services to the plan participants on, either a mail order basis or, win Winnipeg at Costco. Both providers will have dispensing fees under the presents dispensing fee cap of \$7.00 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. (Meant to provide economy of scale for the provider to allow for service – Administrative controls to be put into place.) Not likely to occur until November, but more likely January, as presently in negotiations.

- **On Line Claims system at Blue Cross** – This past year Blue Cross went to an online 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.
- **Dental Plan Amendment** – Associations can amend their Dental plan coverage. For example, increasing the Annual combined maximum. This typically is done when there is a surplus available for that Association. However, any Association can decide to amend the coverage, up or down, at September 1st of any year. If contemplated, it would be best to have that discussion with the membership, in the preceding late winter or spring.
- **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 as the MPSE Group Insurance ceases then 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. (www.mbteach.org)
- **Short Term Disability Growth** – The MTS Short Term Disability plan has experienced significant growth since it became self-insured in September of 2014. Just under 10,000 in 2016.



- **Long Term Disability Termination Ages** – 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.

As the Insurance is based on income replacement when once becomes disabled and that replacement is roughly similar to what one receives on a pension after 30 year of pensionable service, the Commission did not see any financial discrimination. It also recognized that as the plan is a group, and if the age limitation was not implemented, there would be significant effect on the plan participants as 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 2015, preliminary actuarial analysis of the effect of moving the termination age to 65 would necessitate in the premium going to 1.90% from the present 1.34%)

Vision Plan – Vision coverage is available to all associations with mandatory coverage. This covers;

- A. Coverage for any prescribed corrective glasses, contacts, or laser eye surgery to an amount of **\$200.00** per family member per 24 month period.
Premiums for **this level** of coverage will be:

Single \$ 3.50 / month
Family \$10.25 / month

B. Coverage for any prescribed corrective glasses, contacts, or laser eye surgery to an amount of **\$300.00** per family member per 24 month period.

Premiums for ***this level*** of coverage will be:

Single \$ 5.50 / month
Family \$16.25 / month

Pricing has not changed since inception (2010)

A Local Association may add Vision Plan coverage to existing Extended Health Benefit by voting on it prior to May of any particular year. Staff will adjust the EHB pricing, inform the Division, and the Plan booklet will be revised.

- **Short Term Disability Plan:**

- Income replacement where sick time does not provide pay up to the 80 day waiting period for the Disability Benefit Plan to commence
- Coverage:
 - Benefit – same as DBP 80% of net earnings, not taxable
 - No waiting period, coverage begins as soon as sick time stops
- Premium – September 2015 premium – 0.17% of salary = anywhere from \$5 to \$10 per month

- **TRAF** – A Discussion on Sustainability – Ability to be sustained, supported, upheld, or confirmed.

- As a Defined Benefit Plan, TRAF offers its members a basic pension for life based on years of service and salary along with some early retirement provisions and cost of living allowances “COLA”.
- Sustainability Challenges
 - Increased longevity has the effect of increasing the cost of the defined benefit
 - The Longevity Challenge:
 - In 1979, a 58 year old TRAF new retiree was expected to live to 82.2. At that time, the average cost of a \$1 monthly pension was around \$144.
 - In 2009, a new TRAF retiree of the same age was expected to live to 87.5 and the average cost was around \$177.
 - Longevity costs are expected to continue to increase, perhaps at an even faster rate.
 - Longevity and Sustainability
 - The increasing costs of longevity must be offset with increased revenue or cost savings of an equal amount.
 - There are three sources:
 - Contribution Policy (effectiveness is impacted by active to retired ratio)

- Investment Policy (increasing risk in the hope of increasing return to pay for longevity costs has the effect of increasing the likelihood of becoming unsustainable)
 - Decreasing benefit levels (last resort)
 - If longevity trends continue and there is no appetite for further contribution increases by either the membership or the Province, benefit levels may need to be adjusted for the TRAF plan to remain sustainable over the long term.
- Plan Maturity and Sustainability
 - TRAF's active to retired ratio is currently 1.1 to 1.
 - The lower the active to retired ratio, the less impact a contribution rate increase will have on improving funded status and reducing sustainability risk.
 - Membership Profile:
 - Active: (Working Teachers) 15,706 – 42.9%
 - Deferred: (Once a Teacher – Transferred Professions) 7,048 – 19.3%
 - Retired: (Not Working) – 13,852 – 37.8%
- **Blue Cross**
 - Blue Cross proposed 8.2% Health Increase
 - Trust negotiated Health renewal was 4% increase to rates
 - Changes – September 1, 2015
 - Eye exam coverage increased to \$100 from \$75
- Manitoba Public School Employees Group Life Insurance Plan (MPSEGLIP) Update 2014 Financial Results –
 - Accumulated Surplus is approximately \$5,334,830 – No change to rates

-Workplace Safety and Health

Workplace Safety and Health Report – Steven Williams

- November 2016- WSH training (MTS and MSBA)
- First Aid Training- Continuation of Recertification/ Certification of employees around the division.
- Review of Violent Reports submitted- Various changes were made to improve the process-27 reports submitted.

- Application for WSH Variance (exemption) approved by the province. WSH Central Committee has been granted a 3 year extension.
- Responded to questions from members throughout the year.
- Communication with MTS on various occasions.
- Communication with WSH Safety Officer and Superintendent.
- Hearing Program continued- Any employee within Pine Creek can be tested. Members with changes in hearing have been advised.
- Attended some site inspections with Bob Gaiser
- Critical Incident Management Training- A.L.I.C.E model- Implementation has been started in the division
- March 8th, 2016 Office of the Fire Commissioners presentation for committee members
- October 13th MTS Staff Officer Presentation to committee members.
- Various training for members provided- WHIMIS, Food Safe and First Aid.
- Review update of Various WSH policies.

Ed. Finance Report - Randy Chambers

In the fall, I attended a finance meeting in Winnipeg. We looked at frame budgets and specifically looked at each division in the province and where we are at in our fiscal policies. Further to that, I set up an individual meeting with Joseph Warbanski, the Economic Analyst, at which time we looked at specific areas that pertain to Pine Creek School Division. We identified that there were some of our budgets within the province averages but we identified student services support

was an area that needed to be improved. In January, the President, Vice-President and I met with the school board directly to discuss specific areas of focus that concern PCTA. I found the meeting climate to be positive and also productive. There were indicators seen in the budget that were tabled during Pine Creek School Division budget night. In May, I attended an evening finance meeting for the western region and I will provide an overview at our AGM tonight.

Professional Development - Krystal Nicholls

Meetings Attended:

- Joint PD and ESJ Chair's Summer Seminar in Hecla on Monday, August 24 - Wednesday, August 26, 2014
- Winter PD Chair Seminar Friday, January 29 and 30 in Winnipeg.
- I attended a meeting with Agassiz MLA candidate, Eileen Clarke on April 6 with several other executive members.
- Attended teleconference with Darren McKee, Michelle Marriott, and Mr. Gouriluk on May 18.
- April 18 - Western PD committee regional meeting
- Alternate delegate at the MTS AGM on May 26-28
- PCTA executive meetings
- Chaired Joint PD committee meetings - We had 6 meetings.

I attended the South-End Wellness Fair on behalf of Michelle Ryz on May 11. Three and four year olds attending the Wellness Fair received a book/a printing activity book from PCTA.

Thanks to Cameron Watson for attending the PD Fall Seminar on my behalf.

This year's PD included:

Monday, September 21 - Dr. Michael Ungar
Tuesday, September 22 - Follow-up to Dr. Michael Ungar
Friday, October 23 - MTS Professional Development Day (formerly called SAGE/LIFT)
Friday, November 27 pm - In-school PD
Friday, March 18 - In-school PD (High Schools)
Friday, April 15 pm - In-school PD (Elementary/colonies)
Friday, April 29 - In-school PD (Elementary/colonies)
pm - In-school PD (High Schools)

From MTS:

- Important MTS Upcoming dates:
 - Help! I've Been Asked to Present: Now What? - Saturday, September 17
 - FAB 5 - Wednesday, October 19 - Thursday, October 20 (**Winnipeg and Brandon**)
 - MTS Professional Development Day - Friday, October 21
 - Educating for Action: Our Human Rights Journey - April 20-21, 2017
- Check the MTS website for upcoming MTS seminars
- MTS is hosting an "Orange Shirt Day" on Friday, September 30, 2016 to recognize Residential School Survivors. This is also our first divisional PD day. Anyone wanting to purchase a shirt can go to <http://www.unionproud.com/product-category/mts/>.

PCTA PD Funds:

This year the PCTA launched the PD funds account for PCTA members to access extra PD dollars. We dedicated \$4000 to the fund. Out of the \$4000, \$2150 was accessed to date. Of that \$2150, \$400 went to Summer PD (2 applicants), \$800 went to the completion of courses (4 applicants), and \$950 went toward PD sessions (6 applicants).

We still have funds available. If you have already completed a PD or post-secondary course and haven't applied, please be sure to get your application, evaluation, and proof of attendance in to me by June 30. The funds are available on a "first come" basis while funds are available. We only reimburse costs for out of pocket expenses.

Summer PD will be for anything completed from June 1 to August 31, and the deadline will be September 30. A person may access money from the funds for both Summer PD and PD done through the regular year.

Next year's PD dates:

Friday, September 30 - Darren McKee
Monday, October 3 - In-School - follow-up to Darren McKee
Friday, October 21 - MTS Professional Development day
Friday, November 25 (pm) - In-School PD
Friday, March 17 - High School - In School PD
Friday, April 13 (pm) - Elementary and Colonies - In School
Friday, April 28 - Elementary and Colonies - In School
Friday, April 28 (pm) - High School - In School PD

I would personally like to thank the dedicated committee members. Without their dedication and commitment, we would not be able to host successful PD days. The committee members are: Michelle Ryz, Tanya Polasek, Amanda Penner, Shannon Blondeau, Lois Mauthe, Amanda Kopp, Tanya Kunzelman, Karen Sigurdson, Michelle Marriott, and Mr. Gouriluk.

Teacher Welfare Report 2015-2016 – Nicole Lehmann

During this school year, I did the following:

- Attended the Summer Bargaining School at Hecla Island in August.
- Presented at the Summer Seminar on a panel of bargainers from across Manitoba.
- Attended the Fall Provincial Bargaining Seminar in Winnipeg at McMaster House.
- Attended the Spring Regional Bargaining Meeting in Brandon in May.
- Attended the Regional Binder Meeting for AGM in Brandon.
- Attended the MTS Provincial AGM in Winnipeg in May.
- Met with the Bargaining Table Team on a regular basis throughout the fall.
- Met with the PCSD Bargaining committee in face-to-face negotiations.
- Along with the table team, we were able to reach an agreement with the Board for a new Collective Agreement.
- Chaired the ratification meeting in January, where we had 67% attendance from our members, and we were able to ratify our agreement.
- Had discussions with many members regarding bargaining issues and interpretations of the CBA.
- Had many discussions with other Executive members regarding bargaining issues and concerns.
- Met with the Superintendent about issues pertaining to the CBA.
- Emailed with the Secretary-Treasurer to add a Letter of Understanding to our current CBA that will ensure that our substitute teachers are paid semi-monthly just as contracted teachers currently are. This will be included in the next CBA.
- Thank you to the Bargaining Committee, Table Team, and the Executive for ongoing support during this year of negotiations.

5. PCTA Executive Elections

6. We have your current President as Wilf Lehmann (wilflehmann@hotmail.com)

Change to: Cameron Watson (watson.cameron@gmail.com)

7. We have your current Vice-President as Cameron Watson

(watson.cameron@gmail.com)

Change to: Nicole Lehmann (nicolelehmann1@hotmail.com)

8. We have your current Treasurer as Mark Borgfjord (mborgfjord@yahoo.ca)

Change to: Same

9. We have your current Secretary as Mary Hofer (maryanne.hofer@gmail.com)

Change to: Same

10. We have your current CB/Salaries Chairperson as Nicole Lehmann

(nicolelehmann1@hotmail.com)

Change to: Mike Toews (mgmtoews@gmail.com)

11. We have your current Ed Finance Representative as Randy Chambers

(pathhead@mts.net)

Change to: Jason Lucas (jlucaswmci@yahoo.com)

12. We have your current ESJ Chairperson as Tim Klein (tklein123@outlook.com)

Change to: Same

13. We have your current Employee Benefits Chair as Kyle McKinstry (ducknwife@yahoo.com)

Change to: Diana Mae Boychuk (kingdm@mymts.net)

14. We have your current PD Chairperson as Krystal Nicholls (knicholls99@yahoo.com)

Change to: Same

15. We have your current PR Chairperson as Michelle Ryz (michelleryz@yahoo.ca)

Change to: Alana Madson (tamadsen@interlink.ca)

16. We have your current WSH Chairperson as Steven Williams (sdw9911@yahoo.ca)

Change to: Same

17. We have your current Member at Large as Ardin Masson (amasson95@gmail.com)

Change to: Same

18. We have your current Member at Large as Tracey Linski (tlinski@bpsd.mb.ca)

Change to: Joshua Waldner joshua@emeraldhb.com

- a. Public Relations- Judy Watson nominated Alanna Madson
- b. Member at Large – Randy Chambers nominated Joshua Waldner

19. Retirement Presentations

. Brian.Tichon

a. Norma. D.

b. Vivian Funk

c. Tanya Kunzelman- Robert McCraig said a few words of well-wishes for her retirement

d. Cindy Sinclair – Michelle had a few words of well-wishes

e. Heather Marten-Rempel - Heather Stone said a kind word.

20. Years of Service Certificates

. 5 year- Angela D., Megan L. Tim Klein, Dawn Langlois, Ardin Masson, Cameron Watson

a. 10 year –Sharla Davey, Paul Koshel, Michelle Ryz, Nancy Smith

b. 15 years- Mark Bjorgford, Joseph Waldner, Kim Young, Nicole Lehmann, Heather Howard

c. 25 years- Lesley Nichols

8. Adjournment – Wilf Lehmann/Randy Chambers

9. NEW EXECUTIVE MEETING AFTER AGM

a. Adjourned – Jason Lucas