



Mountain View Teachers' Association

The Apple

Fall, 2014/ Winter, 2015

Edited by Sharon Thompson

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Save the Date:

- *Christmas Party at the Watson Art Centre; Friday, December 5th*
- *MTS Hockey Tournament in Pine Falls; March 20 to 22, 2015*
- *TRAF Mid-Career Retirement Planning session at the DRCSS; Saturday, April 25, 2015*
- *2015 Retirement Event at the Watson Art Centre; Tuesday, June 16th*



Guest Article: Your Union: Appreciate and Participate by Norm Gould; Manitoba Teachers' Society Vice President

I was putting the finishing touches on a PowerPoint presentation before heading out on the road to speak with a local teachers' association of The Manitoba Teachers' Society when I felt I needed some more information. Who was my audience? [Sure, I knew it was fellow members, but what were the demographics?] I walked down the hallway at the Society and consulted with Judy Edmond, public affairs facilitator and organizer of the annual MTS member survey. The latest results told us that approximately 53% of active teachers were hired after 1999. Why is 1999 so important and a pivotal point in the relatively recent history of the Society, you may ask? Herein lies the heart of my presentation.

Teachers employed prior to 1999 experienced wage freezes, lost PD days, poor working conditions, 10 PD days where no school was taught and no teacher was paid, layoffs, animosity between teachers and government and enormous work stress. Those were the days, referred to as the 'dark days', when the resolve of The Manitoba Teachers' Society, as a collective, was tested. The strength of the Society was exerted. Manitoba teachers had a shared purpose, a shared vision and shared adversary. As the collective we fought fiercely on behalf of public schools, respect for the teaching profession and for the collective bargaining process – a fair process for both employees and employers.

Teachers were keen to be part of their local committees, bargaining teams, executive and the provincial executive of the Society. Every gain we made at the bargaining table was hard-fought. Everyone was engaged in the work of the Society and that of the local. There were times when teachers felt negative public sentiment, but we soldiered on in solidarity – a strong and united front - impenetrable. We never lost sight of our principles and the mission and vision of The Manitoba Teachers' Society.

Now in 2014, seasoned teachers reminisce about the 'dark days' of the 90s and their real-life experiences are being recounted to those hired after 1999. Teachers who are relatively new to the profession know nothing of storming the

Appreciate and Participate (continued from page 1)

Manitoba Legislature on May 23, 1996 and didn't hear the Minister of Education, Linda McIntosh, say, "The real teachers are in the classrooms and not here yelling".

Unfortunately, a degree of satisfaction and confidence in the work of the Society and the local teachers' association, coupled with the present political landscape has brought a time that has allowed for complacency and entitlement. For some, they don't feel connected to work of their local and the Society. Annual improvements in salary and working conditions are being achieved every bargaining round, but they are taken for granted [almost expected]— as if they just mysteriously appear. You just have to look so far as to our provincial neighbours to the east and west of us to realize that provincial educational harmony cannot be taken for granted.

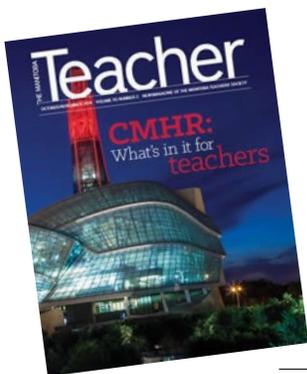
How can we get people involved? How can we get people re-energized about the work of their local teachers' association or that of the Society? How can we motivate teaching professionals from across this province to participate and to appreciate the work of their union?

Searching for answers to those questions is what motivates me as the Vice President of The Manitoba Teachers' Society. That is what inspires me to travel this province and speak with members, council representatives, union executives and presidents. That's what gives me hope that 15,000 members in this vast and great province, can come together to share a common purpose and a common vision – a strong public school system where students are taught by well qualified teachers, principals and clinicians who are respected.

I reach out to each and every teacher in this province to get involved in his or her local teachers' association and with the Society. There are many ways to be involved – talk to your local about the work they do, get in touch with The Manitoba Teachers' Society and volunteer for a committee, work on a project or submit an article for the Teacher news magazine.

New for This Year...

- Each MVSD teacher now has two personal days per school year. Personal days do not carry over to the next year.
 - Local MVTA union dues have been reduced to \$130 for this school year only to reduce the reserve fund, as voted by members at the AGM on May 15, 2014.
 - Your collective bargaining committee is currently hard at work, negotiating for the next contract.
 - New MTS discounts: Peepers Swimwear and Costco Warehouse (\$10 Costco cash card, by mail, when paying membership fee). See the mbteach.org website for details and additional discount providers.
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Manitoba Teacher Bargaining in Context: A Pan-Canadian Comparison

Submitted by MTS Teacher Welfare Department

This 2014-15 school year all 38 Manitoba local teacher collective associations under provincial public jurisdiction have begun the process of negotiating new collective agreements as their current agreements expired June 30, 2014. As of mid-October 2014, five new collective agreements have already been concluded. Of the five, two agreements (Flin Flon and Portage la Prairie) are 4 year terms expiring in June 2018 with the remaining three new agreements (Seven Oaks, St. James-Assiniboia, and Seine River) with 3 year terms expiring June 2017.

The settlement pattern affecting teacher salaries are annual increases beginning each September of 2.0% per year for the period between 2014 and 2017. For those associations with 4 year deals, the settlement in 2017-18 was 3% (comprised of 1.5% in September followed by a further 1.5% at January 2018). Given the increases established by the 4 year settlements, it is believed that based on the latest available information on the economy and inflation, this annual average settlement of 2.3% should protect the purchasing power of salaries. This was one of the key goals of this bargaining round, along with improvements to working conditions and rights established in collective agreement language.

These negotiated Manitoba teacher settlements, by way of contrast, fare very favourably when compared to other teacher settlements across Canada as generally any settlement below 2% will be below inflation and therefore result in a real decrease in salary. As it stands as of October 2014, teachers in Manitoba and Nova Scotia are the only teachers to have negotiated overall increases averaging above 2% per year.

Province	Term (Duration)	Avg. Annual Salary Settlement	Bargaining Structure for Salaries
Nova Scotia	2012-15 (3 yrs)	2.5%	Provincial
Manitoba	2014-18 (3-4 yrs)	2.3%	Local
PEI	2013-15 (23 mths)	1.9%	Provincial
Quebec	2010-15 (5 yrs)	1.5%	Provincial
Newfoundland & Lab.	2012-16 (4 yrs)	1.25%	Provincial
British Columbia	2013-19 (6 yrs)	1.2%	Provincial
New Brunswick	2012-16 (4 yrs)	1.0%	Provincial
Alberta	2012-16 (4 yrs)	0.5%	Provincial framework
Saskatchewan	2013+	conciliation	Provincial
Ontario	2014+	bargaining	Provincial

Recently teacher negotiations were concluded in British Columbia settling a five week strike where the teachers did not receive pay for this period of time. The settlement provided for an approximate total salary increase of 7.25% spread out over 6 years. Of substantial gain for the teachers was significantly enhanced class size and student composition funding which will result in the hiring of hundreds of additional teachers across the province to address this pressing concern. This issue has been of high significance to the BCTF and its membership for over a decade since the government stripped class size and student composition provisions out of previously negotiated contracts.

Closer to home, teachers in Saskatchewan are currently in conciliation after having turned down two previous tentative agreements with the government. In Ontario, the current bargaining round is being shaped by new legislation which creates provincial bargaining for salaries and benefits. Additionally, the newly elected Wynne government has signaled to public sector unions, including teachers, that wage freezes should be accepted given the state of provincial finances. It is expected that a challenging round of bargaining will ensue in Ontario.

Are You Ready to Party?

On December 5, the MVTA Social Committee is throwing our annual Christmas Party. This event will be held at the Watson Arts Centre in Dauphin. Come enjoy a delicious Christmas meal and fabulous entertainment courtesy of the high school staff band formerly known as 'TedLess' and HotShot Entertainment. Don't know what to do for your school staff party this year? The MVTA Christmas Party is a great way to celebrate with your staff, without having to worry about planning, meals or the clean-up! Mark your calendars and we hope to see you there! Tickets will be available in November from your school's Social Committee rep.

Submitted by Social Committee co-chairs, Alyssa Watson and Chelsea Hockridge

Arts Council

Since its inception in 2012, the MVSD Art Council has been busy planning ways to celebrate and encourage the development of Arts education in our school division. We have representation from almost every school in the division (if you are from Smith-Jackson, the DRCSS, G.P.E. or G.P.C.I we would love to have you).



Did you get to check out the MVSD Travelling Art Show? It was met with great success last year, and will be running again this spring. If you have items your students have created, pass them on to your schools Arts Council rep!

Last year, two Drama/Glee Club groups from Dauphin travelled to the Dauphin and Ochre River elementary schools to share a Celebration of Music and Drama. Grandview and Gilbert Plains middle years students were able to attend a performance of the Roblin Elementary School's spring

Mountain View Teachers' Association invites
ALL MOUNTAINVIEW STAFF to the MVTA

CHRISTMAS PARTY

Friday, December 5, 2014

Cocktails 6:00
Dinner 7:00
Dance to Follow
(No Reserved Seating)

Featuring the
Mountain View
Staff Band!

Watson Arts Centre
104-1st Ave. NW, Dauphin
6:00 p.m. - 1:00 a.m.

Tickets - \$25 Dinner and Dance, \$10 Dance only.
Available from the MVTA Social Representative at your school.

RSVP date:
November 21

drama production.

If you happen to be at the board office, make sure you check out the artwork created by our students hanging in the halls. A big thank-you to Sharon Thompson for organizing this for us.

Submitted by Art Council members, Chelsea Hockridge and Alyssa Watson

Mountain View Teachers' Association

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**Your Association President,
Kathy Bellemare, works on half-
time release basis on association
business most afternoons.**