

## President's Message

Our benefit plans are insurance plans. Insurance plans spread risk. We pay a small amount of money on a regular basis to protect ourselves against large financial losses in the event misfortune befalls us. We carry fire insurance because we can't afford the loss a fire would bring. Because teachers pay for their own benefit plans, we are spreading the risk among ourselves. We all pay into the Disability Benefits Plan (aka LTD) because a few of us end up needing it – and those few can't afford the financial loss a long term illness brings. Being in a union is being part of a collective. The way our benefits work is one significant expression of that collective. We pay into these plans because we might one day need them and cannot afford the loss, but we also pay into them because we know someone among us will need them, and, as a collective we look out for each other. There is one available benefit, that we do not yet enjoy: Short Term Disability Insurance (STDI). In the coming months, I will provide you with all the details of how STDI works, what it costs, and when a teacher might need to use it; for now know that STDI protects the income of a teacher who is ill and has run out of sick days. Like most insurance, we hope we would never need to use STDI, but I can assure you that, each year, we have colleagues who could have used it. Later this year, we will vote on Short Term Disability Insurance. Between now and then you will be provided with information to make an informed decision. One argument in favour is that we are a collective; an individual would purchase Short Term Disability Insurance because that individual might need it, but we, together, purchase it because we know someone will.

## Quiz Night!

**Thursday, Feb. 1 @ 7:00PM**

- Doors open at 6:30
- Parochial Hall 310 1st Street West, Stonewall
- Enter as a team (max. 8) or as an individual
- Open to all ISD staff and significant others
- \$10.00 per person
- email Cheryl Kooning to enter

## 😊 Some Fun 😊

- 1) How is imitation like a plateau?
- 2) Where do animals go if their tail falls off?
- 3) What are Samsung security guards called?
- 4) What are fake noodles called?
- 5) Why are atoms untrustworthy?

Answers  
1) It is the highest form of flattery.  
2) The retail store.  
3) Guardians of the Galaxy.  
4) Impasta.  
5) They make up everything.

## Part Time Teachers

Recently, I have received several inquiries regarding Article 3.02 of the current collective agreement. This article addresses whether and how part-time teachers receive pay when they are asked to come in to work at a time when they are not normally scheduled to do so. Here is what the collective agreement says:

**Part-time teachers shall participate in school activities, during the regular school day when requested by the Principal provided the teacher can reasonably meet the request. Part-time teachers shall receive 1/200th, or portion thereof, for the time spent over and above their regular scheduled teaching time during the school day. Time in lieu of compensation may be given in an amount equal to the time spent over and above the regularly scheduled teaching time during the school day, if mutually agreed by the superintendent and the teacher.**

To begin, “shall” means that a part time teacher must comply with a request to come in during their normally unscheduled hours as long “the teacher can reasonably meet the request.” “Reasonable” can be open to interpretation, but it essentially means that the request to attend a school function can be easily accommodated by the teacher. Actions such as giving short notice, requiring a long drive for a short meeting, requiring child care to be arranged, and generally impinging on other responsibilities of the teacher, start moving the request from reasonable to unreasonable. The next part of the article states that the teacher shall attend “when requested by the Principal.” In other words, the teacher must be directed to attend. If it is made clear to a teacher that attendance at a certain event is optional, then that teacher cannot expect to be paid for attending. The final part of the article speaks to compensation. The default compensation is payment of salary as outlined in the collective agreement. This is not overtime pay; this is not sub pay; it is regular salary based on experience and class. The teacher in question has the option to take time in lieu, but that must be arranged through the superintendent.

If you, as a part-time teacher, are directed to participate in school activities beyond your normal schedule and have questions regarding that request, please contact John Bock ( 204-467-5845 ), or use ITA website [contact page](#).

### Regional Meetings: A Call to the Membership

As you might have noticed from these newsletters, there is a lot going on at the provincial level. After spending a significant portion of their first years in office focussed on the health system, the government’s eye seems to be shifting to education. In response, and to inform members regarding these issues, the Manitoba Teachers’ Society is holding a number of town-hall style meetings. These meetings are taking place all over the province; the ones closest to us are listed below. Please make the time to come out, be informed, and support your collective.

Wednesday, February 7 4:45 - 6:30 Sturgeon Heights Collegiate – Theatre

Monday, February 12 4:45 - 6:30 Lakeview Hotel, Gimli - Lakeview North

Tuesday, February 13 4:45 - 6:30 Sun Gro Centre, Beausejour - Sunova Room

Knowledge is power; I encourage you all to [register](#) for one of these meetings and power up.

(Register through the [members’ area](#) (MyProfile) of the Manitoba Teachers’ society)