



# TrailTalk Bulletin

October 2024 Bulletin

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Lise Legal

## President's Message

### Happy Fall, PTTA Members

The first order of business in this newsletter is to applaud the work of the MTS Collective Bargaining Team, led by past PTTA President, Arlyn Filewich. This dedicated and highly skilled group of negotiators was able to establish the first ever Provincial Collective Agreement in Manitoba. 37 Teacher Associations are impacted in this milestone accomplishment and a number of important gains were made in the areas of equity and Reconciliation. Naturally, as with all levels of negotiations, be assured that the work is ongoing to help prepare for future enhancements to this inaugural Collective Agreement. Do not hesitate to reach out as clarification needs arise.

Next, I celebrate the amazing team of PTTA Council and Executive representatives who continue to facilitate the communication that is needed to help ensure your union works for you. Each school has at minimum one Head Council Representative. Be sure to connect with the union representatives in your worksite to gain access to current information and initiatives.

Applause to returning members of PTTA Executive, Jennifer Paszkat (VP PD), Dan Mitchell (Employee Benefits), Michael Pauley (Secretary), Blue Jay Bridge (Public Relations), and Tim Dittrick (now Wellness/Social) who have already been hard at work! And, welcome to Amber Clemons (Equity Social Justice), Sarah Prach (Treasurer), Sheridan Vinci and Megan Restall-Conan (Members-at-Large) who bring diverse new perspectives! Additional shout out to a new PTTA vice president, Nicole Lavallée, who is taking on the portfolios of Workplace Safety and Health, Education Finance, and Collective Bargaining. Nicole has already demonstrated her special skills in these areas as well as a clear commitment to serving Members as an integral member within our office, our executive and council teams. Be sure to let us know how we can serve you as the year unfolds.

Lastly, I thank PTTA Members for allowing me to serve as President for another term. Service to Members is of paramount importance to me and I am deeply honoured to work in this capacity, supporting you and your extraordinary work!

Yours, in service

Lise Legal  
President / Présidente PTTA



## Communication With Your PTTA President

If you need to speak to someone regarding your work life, please contact your President,

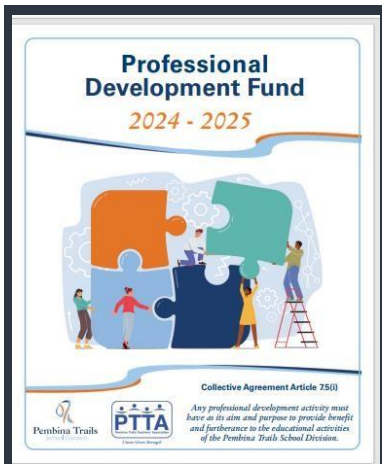
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by email at

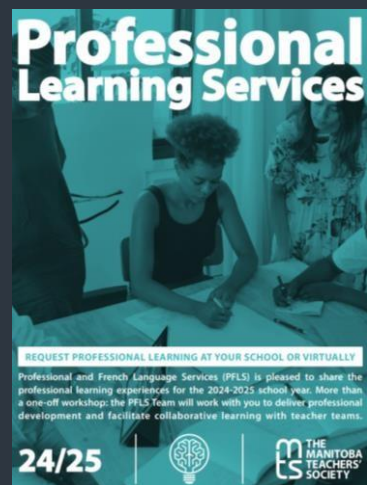
[president@ptta.mbteach.org](mailto:president@ptta.mbteach.org)

Please always use a personal email address if and when you reach out!





For more information:  
[https://www.ptta.ca/documents/Joint%20PD%20Fund\\_2024-25%20BROCHURE%20FINAL.pdf](https://www.ptta.ca/documents/Joint%20PD%20Fund_2024-25%20BROCHURE%20FINAL.pdf)



For more information:  
[https://www.mbteach.org/mtscms/2024/03/02/pd-workshops/Professional Learning Services Catalogue 2023-2024:](https://www.mbteach.org/mtscms/2024/03/02/pd-workshops/Professional%20Learning%20Services%20Catalogue%202023-2024.pdf)  
[https://www.mbteach.org/pdfs/pd/MTS\\_PLS\\_Catalogue.pdf](https://www.mbteach.org/pdfs/pd/MTS_PLS_Catalogue.pdf)



For more information:  
[https://www.mbteach.org/pdfs/broch/SAGE\\_PolicyHandbook.pdf](https://www.mbteach.org/pdfs/broch/SAGE_PolicyHandbook.pdf)



## The New Collective Agreement: What is in it For Me and PD?

Remember that day, way back when? You know, summer, which seems so long ago. In my busy world, it does seem long ago, but I'm finding time to dig even deeper into our new Provincial Collective Agreement for bits of information that resonate with me.

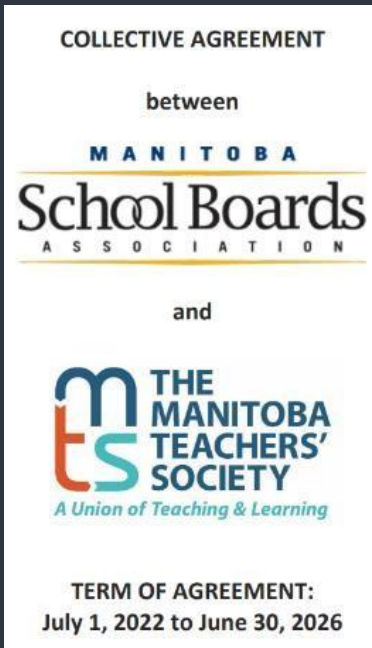
Of course, one of the first things that appeals to me is salary but it isn't the only thing that caught my eye. I was pleased to see our personal days remained and I also value the leave time that I am given. Having an environment free from violence, under Article 5 Rights, is another important part of the new Collective Agreement. We have many types of leaves, from Sick to Family Medical, Maternity, Parental to Compassionate, and the newest being the Indigenous Ceremonial, Cultural, Spiritual, Observance Leave, that can be accessed. While I may not personally need to access the aforementioned leaves, I am grateful for our bargaining team for making sure that they are there.

In my role as PTTA Vice President of Professional Development, I am quick to notice that the new Collective Agreement ensures we continue to benefit from our very robust Joint PD Fund. The PTTA Joint PD Fund provides numerous opportunities for Members to access autonomous PD opportunities. One only needs to look at the number of Members who have accessed the Joint PD Fund since its inception to know its importance. Over the years, the Joint PD Fund has increased categories as well as the amounts available so Members can maximize their access to PD opportunities. The Joint PD Committee members work together to help protect the integrity and longevity of the Fund. This serves each Member by assisting them in creating the best opportunity for their own career. Keeping the Joint PD Fund FAQs current, updating the brochure, as well as providing templates to make the application processes smoother, are some of the things that are done to assist Members. As Vice President of Professional Development, I am here to answer questions, try to troubleshoot for Members, and continue to create an even better Joint PD Fund. Be sure to reach out to me as you continue to explore options for another great year of PD!

Yours Sincerely,

Jennifer Paszkat

**Vice-President,  
Professional Development**



## Joint PD Application Dates

In order to be processed in a timely manner, applications should be received by the administrator/supervisor at least two weeks before the application cut-off dates.

### Application Cut-off Dates:

- October 22, 2024
- December 17, 2024
- February 20, 2025
- April 22, 2025
- May 27, 2025

N.B: When applying for Joint PD, please connect with your Principal for authorization.

All you need to know about Joint PD Category 1 in 90 seconds:

<https://youtu.be/QhcNbQDUV1E>



## Collective Agreement

Hello PTTA!

We have a new Agreement! Our first-ever Provincial Collective Agreement was ratified this past summer, and I have been immersed in it ever since. If you aren't already aware, our new Collective Agreement is divided into nine different articles, with a total of 99 clauses – an important improvement from the seven articles and 58 clauses of our previous Collective Agreement. There are a few things I

would like to highlight from our new Agreement, and I will share them below. If you wish to access our current Provincial Collective Agreement, the link is available on the PTTA website under 'For Members' or you can find it here: [Current Collective Agreement](#).

First, let's talk about salary – as I have had many questions about this. Throughout the duration of this Agreement, MTS Members employed between July 1, 2022 and June 30, 2026 will have an increase of 11.25% with a retention adjustment of 1% on February 1, 2026. The breakdown is as follows:

### Salary increases:

2022/2023	2.5%
2023/2024	2.75%
2024/2025	3.0%
2025/2026	3.0% with a 1% retention adjustment on February 1, 2026..

In regard to retroactive pay, another frequently asked question, every School Division has until December 31, 2024 to make payments (this includes interest). If you want to access the salary scales for Pembina Trails School Division, you will find them in Appendix 1 of the Collective Agreement, found on pages 69 and 70 of the second section of the Agreement. Although our Collective Agreement is currently 55 pages long, did you know that there are an additional 202 pages filled with addendums and appendices?

I also wanted to speak to Article 6.04 on Extra-curricular Activities and Article 7.07 on Personal Leaves. When taking an Extra-curricular Recognition or Personal Day, please make sure you read the clauses attached to these days. Primarily, these days may not be accessed on scheduled administrative, professional development or parent/Teacher days unless you receive an exemption from the School Division. Leave requests must also be submitted at least five (5) days in advance of your requested leave, when possible.

If you have any questions, or if something is not clear to you in the Collective Agreement, please reach out to me. My PTTA work days are on days 1, 3, and 5. The best way to reach me is via email at [vicepresident-cb@ptta.mbteach.org](mailto:vicepresident-cb@ptta.mbteach.org) – please use your personal email address when reaching out.

Have a fabulous school year everyone!

Yours in Service,

Nicole Lavallée  
**Vice-President,**  
**Collective Bargaining**



## Truth & Reconciliation

Last month, September 30th, 2024, Manitoba observed the National Day for Truth and Reconciliation as a statutory holiday for the first time. In our schools, we often find a day to commemorate this by wearing orange T-shirts, learning about the existence of the Canadian Indian Residential School System and how it (along with many other horrific experiences) continues to impact Indigenous Peoples and communities even today.

I am of the view that Reconciliation is not a one-day event, and I believe it extends far beyond that. How do we work toward Reconciliation? Well, there are many ways, and the Truth and Reconciliation Commission's 94 Calls to Action is a great place to start. Wearing my orange T-shirt can also be a sign of support any day of the year. If we want to look at deeper ways to work toward Truth and Reconciliation, we need to ensure that the word "truth" keeps its place within "Truth and Reconciliation" – we need to do just that: Learn the truth. Many of us continue to learn a lot about the impacts of the Indian Residential School System, and uncovering the truth includes knowing more of the history of these lands we call home.

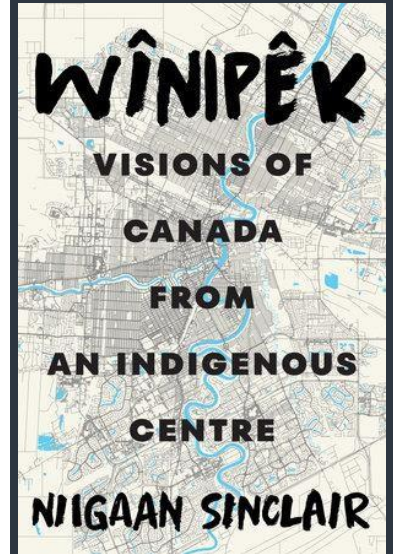
For anyone who has not yet begun their journey into learning about our history from an Indigenous lens, exploring some of these resources could be helpful. This is but a short list, but these are three of my current favourites:

- [Wînipêk – Visions of Canada from an Indigenous Centre](#) by Niigaan Sinclair
- [Indigenous Canada](https://tinyurl.com/2yvsv99r) – a FREE online course through the University of Alberta <https://tinyurl.com/2yvsv99r>
- [Indigenous Writes: A Guide to First Nations, Métis and Inuit Issues in Canada](#) by Chelsea Vowel

Finally, learning and teaching about the true history of the lands on which we reside, is difficult, complex, and can cause a flurry of emotions. It is important that everyone recognizes the impacts of our not-so-distant history in Canada and how these impacts continue to perpetuate harms and inequities in many Indigenous communities. Despite all the horror that often accompanies teaching the truth, I am a firm believer it is essential we also teach about **Indigenous brilliance, strength and resiliency**.

Yours in Service,

Nicole Lavallée  
**Vice-President,**  
**Collective Bargaining**



Learn about Indigenous brilliance and success as much as you learn about Indigenous suffering and trauma.

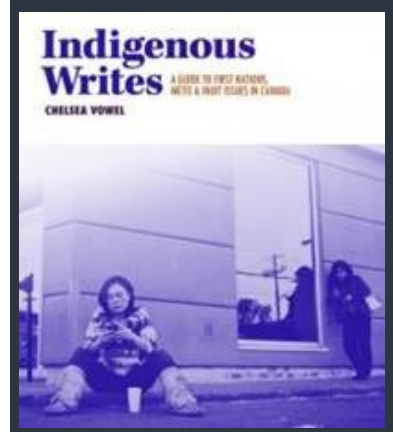
Megan Tipler

We have to recognize and navigate the darkness before we can see the **light**.

Shayla Stonechild

Indigenous Writes: A Guide to First Nations, Métis, & Inuit Issues in Canada

By Chelsea Vowel



Qmunity



REGISTER TODAY!

Calling All 2SLGBTQIA+  
MTS Members!

Date: October 25, 2024

Time: 4:15 p.m.

Location: Red River College  
(Downtown Campus)

Come out for an evening of wine, hors d'oeuvres and a DJ experience with Qmunity: Your MTS Rainbow Connection.

Get a chance to network with other 2SLGBTQIA+ members after your MTS PD Day session. There will be live entertainment at the event.

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Intl. Collaboration for Education

INTERNATIONAL  
COLLABORATION  
FOR EDUCATION



**International Collaboration for Education (ICE)**  
(formerly known as **Project Overseas [PO]**) is a joint endeavour of the Canadian Teachers' Federation (CTF/FCE) and its Member and Associate Organizations to support partners in developing countries as they co-plan and co-deliver professional learning to local teachers.

For more information:  
<https://www.mbteach.org/mtscms/2024/08/10/international-collaboration-for-education/>

## Canadian Teachers' Federation Survey



### PARACHUTE

This survey series aims to monitor changes in the teaching profession and Canadian public education. Your participation directs advocacy work across the country and ensures support lands where it's needed most. This fall 2024 edition focusses on educator working conditions.

#### Eligibility

Principals/VPs, Teachers in the 2024-2025 school year.

[Enter survey](#)

### Beginning Teachers!

A Conference for Teachers in their First Five Years...



Your first five years of teaching can be overwhelming, but fun and fabulous, too. Join us at this series of lively and practical workshops to help ensure you have a Fab 5.

#### Dates

October 23, 2024 – 5:00 pm – 7:45 pm

October 24, 2024 – 8:00 am – 3:30 pm

#### Location

Victoria Inn & Convention Centre  
1808 Wellington Avenue  
Winnipeg, MB

For more information:

<https://www.mbteach.org/mtscms/2024/08/20/fab5-2024/>

## Maternity/Parental Leave Seminar

Are you planning to take maternity and/or parental leave? There are two sources that define a teacher's right to maternity and/or parental leave – the Employment Standards Code and the Collective Agreement. The Code provides for minimum standards applicable to all employees, while the Collective Agreement may provide for enhanced rights.

If you have questions regarding any provisions of maternity and/or parental leave please contact your local Association or the Teacher Welfare Department at 204-831-3055 or email [mat-leave-questions@mbteach.org](mailto:mat-leave-questions@mbteach.org)

**For more information:**

Watch the MTS Maternity & Parental Leave information video  
[https://www.youtube.com/watch?v=euvEOX\\_jqPQ](https://www.youtube.com/watch?v=euvEOX_jqPQ)

View the MTS Maternity & Parental Leave booklet  
<https://www.mbteach.org/pdfs/hb/HB-MatPatLeave.pdf>

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## Pension and Retirement Information

The Teachers' Retirement Allowances Fund (**TRAF**) is the pension plan for all public school teachers in Manitoba.

TRAF is governed by a seven-person board of directors, on which The Manitoba Teachers' Society has three representatives. Other board members are appointed by the provincial government.

If you have questions regarding Pension & Retirement please contact:

Dan Turner, Benefit Plans and Programs Officer  
Phone: 204-888-7961 and Toll Free, 1-866-494-5747  
Email: [dturner@mbteach.org](mailto:dturner@mbteach.org)

Glenda Cantley, Administrative Assistant  
Phone: 204-831-3082  
Email: [gcantley@mbteach.org](mailto:gcantley@mbteach.org)

For more information:

<https://www.mbteach.org/mtscms/2016/05/05/pension-information/>

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## Retirement/Resignation Dates

Here are some retirement process details for your convenience:

1. Contact the Teachers' Retirement Allowance Fund (TRAF) as soon as possible. They will give information about options and timelines, etc.
2. The cut-off dates to submit your resignation or retirement notice are:
  - ❖ October 31st, 2024 if you were hired after December 2004.
  - ❖ November 30th, 2024 if you were hired before December 2004
  - ❖ April 29, 2025 if you were hired after December 2004.
  - ❖ May 31, 2025 if you were hired before December 2004

Kindly submit your resignation to Troy Scott, Pembina Trails Human Resources.

3. Your letter of resignation can be as simple as a few lines stating your intent to leave your position at the end of the day on Month X, Year Y.



### Pre-Retirement Seminars

If you are age 48 or older, you will receive an invitation from either The Manitoba Teachers' Society or your local association to attend a Pre-retirement Seminar.

If you would like to discuss your pension with a TRAF Member Service Specialist, you may book an appointment in conjunction with certain Pre-retirement Seminars.



**PTTA Retirees**, please always ensure that PTTA has a current email address for future communication regarding **Retirement Celebration** updates.

## MTS PD Day 2024 Oct. 25, 2024

Be sure to check the MTS website using the more information link to find all the SAGE groups participating in the 2024 MTS PD Day. Click on the link of the group to see their individual program and registration information.

For more information:  
<https://www.mbteach.org/mtscms/2024/09/03/mts-pd-day-2024-oct-25-2024/>

The Manitoba Teachers' Society (MTS), along with the Manitoba School Boards Association (MSBA), placed this message in the Dauphin Herald this week, with neighboring newspapers in the Mountain View School Division area to follow, along with Brandon Sun and Winnipeg Free Press.

On October 30, 2024, the community of Mountain View School Division will elect four new school trustees. The by-election is an extraordinary opportunity, and rare, given the number of open seats, to shape not only the direction of public education in the division, but the character of the school division itself.

## Strengthening the Status Queer



## A Leadership Symposium for and by Queer People

Friday October 25, 2024 at the Red River College

For more information:  
<https://www.mbteach.org/mtscms/2024/08/31/strengthening-the-status-queer/>

## MTS PD Day 2024 (Oct. 25, 2024)



## Voting: A Reflection of Character



### MTS Substitute Seminar

Start the school year off with professional development specifically tailored to you. For more information:

<https://www.mbteach.org/mtscms/2024/06/20/mts-substitute-seminar/>

The workshop on September 3rd was an in-person event. We will also be offering a virtual workshop for substitute teachers on **Tuesday, October 29, 2024** and **Thursday, November 7, 2024** (both days from 4:30 – 6:30 p.m.).

Stay tuned for registration for the virtual workshop in fall 2024



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The Pembina Trails Teachers' Association represents approximately 1400 professionals who are employed in the Pembina Trails School Division

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**Trail Talk** is published under the auspices of the **Pembina Trails Teachers' Association.** PTTA is a member of the Manitoba Teachers' Society

Members who are interested in making a submission to a future newsletter should email [ptta@mymts.net](mailto:ptta@mymts.net)



## 2024/2025 EXECUTIVE

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Jennifer Paszkat	Vice President PD
Nicole Lavallée	Vice President CB
Michael Pauley	Secretary
Sarah Prach	Treasurer
Daniel Mitchell	Employee Benefits
Amber Clemons	Equity Social Justice
Blue Jay Bridge	Public Relations
Tim Dittrick	Wellness/Social
Sheridan Vinci	Member-at-Large
Megan Restall-Conan	Member-at-Large