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## President's Message



### EXECUTIVE MEETING DATES

- December 5, 2009
- February 27, 2010
- May 1, 2010  
(Thompson)
- June 12, 2010



**Vivian McKenzie**  
**President, 2009-10**

Welcome back to all new and returning teachers! This year promises to be an interesting one for the FTA. It is a bargaining year and we are ready to go at it. Dean, Michael, Aaron, and Larry, our bargaining committee, will be working hard to bargain on behalf of members and they expect it to be a long negotiation.

As always, the FTA is here to help you. If you are having difficulties, or are unsure what your rights are as a teacher, you can call any one of us or any MTS representative at any time. Many of the FTA members have years of experience and can help with advice or action on your behalf. Be assured that all matters will be kept confidential and your privacy is respected.

Bargaining is, of course, our main focus this year, but we are also working on other issues that concern teachers. Violence against teachers has been an issue in recent years and is an ongoing topic of discussion. We are involved with the Supervision for Growth process which is being revamped to make better use of resources and make the implementation process easier and more effective. We are also working with Frontier to improve teacher home security. It is important that teachers feel safe not only at school, but at home as well.

I hope everyone has a great year and I am looking forward to being your president in 2009-2010.

VIVIAN MCKENZIE, FTA President

### To contact Vivian

**Phone:** 472-3660 direct  
at home  
**Email:** vmckenzie@frontierteachers.ca

If you have questions, or want to know something about the FTA, your collective agreement, contract, benefits, Public Schools Act or anything else, just ask! Mail, e-mail or call with your questions to any member of the FTA. All contact information is on the back page and confidentiality is respected.

## PROPOSED CHANGES TO CONSTITUTION

Joanne Stover, Ad Hoc Chair

The following changes to the Constitution of the Frontier Teachers' Association have been proposed. These changes are to help in the election process, extending the deadline to make it easier for both nominations and voting times. Also, the former Equality in Education has changed their title to Equity and Justice, and we are including the re-titling as well.

### Changes:

Article 11.01: Standing Committees - (f) change Equality in Education Committee to Equity and Social Justice

Article 11.04 (f) same change from Equality in Education to Equity and Social Justice

Article 16.04 Nominations and biographical information shall be in the hands of the Nominating Committee chairperson no later than twelve noon, the Wednesday following spring break. (a change from the first day following spring break)

Article 16.05 Voting will be conducted no later than twelve noon on the first Wednesday in May. (a change from the first day of May)

If anyone has any objections to these changes, please contact your FTA representative. The new constitution will be printed up and distributed to schools as soon as the changes are accepted.

## Bargaining Report

Welcome to 2009-2010!

The bargaining committee has worked hard on teachers' behalf putting together an opening package. That package was presented to the Board in September. Our next meeting is October 28 & 29th. This is when we will see the Board's opening package and real bargaining begins.

Thank you to all that submitted proposals and comments to the committee last year. Since we bargain in good faith and not in the Press, Negotiation reports will be brief, primarily about future meeting dates and such. I look forward to a tough round of bargaining, and would not expect a settlement in the near future.

Dean Elliott, Bargaining Chair

## 10-Year Leave Applications

*Information supplied by Heather Paul, Employee Benefits Chairperson*

One of the Benefits the Division affords is a leave of absence after 10 years of service with a portion of your pay which amounts to about 1/3 of gross salary minus taxes and benefits (E.3.N-R #6).

For all the details check out the Division policy on the Frontier website. [www.frontiersd.mb.ca](http://www.frontiersd.mb.ca) under the heading Governance and Leadership / Policy / E-Personnel section, E.3.N & E.3.N-R

There is also a provision for an 8 year leave as well but you will have to return to the Division for 2 more years service to make up the 10 years.

If you have 8-10 years service and are planning to use this benefit the deadline for application is: **December 15, 2009**

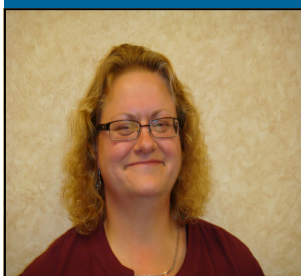
Also keep in mind this regulation from the policy:

*Applications for special leave must be submitted in writing, on the approved application form, to the Chief Superintendent and copied to the appropriate Area Superintendent, the Frontier Teachers' Association (FTA) President, the Principal, and the local school committee. For purposes of the application form, the Principal's signature is for acknowledgement only.*

### Check out the MTS Website at [mbteach.org](http://mbteach.org)

Here you will find links to *Solidarity*, the bargaining newsletter as well as salary comparisons and a copy of our current contract.

(check out other division's contracts as well!)



**Heather Paul**  
Employee Benefits

## Employee Benefits

### What's all in my Blue Cross Plan?

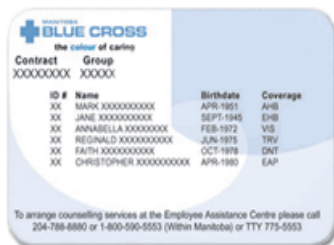
For new and returning teachers this is a busy time and papers and books get filed away to who knows where. As your FTA/Employee Benefits rep I harp on it every article to keep your important papers in a safe and readily accessible place. This can save you hours of agony, stress and worry if issues ever arise. If it is too late for filing you can always call me, my contact numbers are in this issue, keeping in mind I will have to deal with FTA issues after school hours.

Now there is a relatively new way of finding out some benefit information on line with Blue Cross' "e service" [www.mb.bluecross.ca](http://www.mb.bluecross.ca). You can easily register with your Blue cross contract and group numbers from your Blue Net card. If you don't have a card yet you can

Gain access to :

- ✓ Your Plan Information
- ✓ Benefit Details
- ✓ Claim Information
- ✓ Claim Forms

and more...



call/email d Debbie McDonald at the Main Division office in Winnipeg at 1-204-775-9741 at [dmcdon@frontiersd.mb.ca](mailto:dmcdon@frontiersd.mb.ca)

Here is a list of benefits, taken from the Blue Cross Websight:

Please Note : Benefits are subject to [usual, customary, and reasonable charges](#).

<a href="#">Eligible Benefits</a>	<a href="#">Benefit Maximum</a>
	<a href="#">Coverage Level</a> 80%
<a href="#">Emergency Ambulance</a>	no maximum
<a href="#">Non-emergency Ambulance</a>	no maximum
<a href="#">Out Of Province Ambulance</a>	\$250 per trip
<a href="#">Air Ambulance</a>	equivalent to charges of a ground ambulance
<a href="#">Medical Transfer</a>	\$250 per person per lifetime
<a href="#">Hostel Care</a>	no maximum

[Eye Exams](#) One exam per person every 24 consecutive months. Maximum payable \$65.00

<a href="#">Eligible Benefits</a>	<a href="#">Benefit Maximum</a>	<a href="#">Prescription Required By</a>
<a href="#">Accidental Dental</a>	no maximum	
<a href="#">Artificial Eyes</a>	no maximum	Physician
<a href="#">Artificial Limbs</a>	no maximum	Physician
<a href="#">Assisted Care</a>	\$30 per visit to a maximum of 14 visits per person per illness	Physician
<a href="#">Accidental Dental</a>	no maximum	
<a href="#">Artificial Eyes</a>	no maximum	Physician
<a href="#">Artificial Limbs</a>	no maximum	Physician
<a href="#">Assisted Care</a>	\$30 per visit to a maximum of 14 visits per person per illness	Physician
<a href="#">Audiologist Services</a>	\$500 per person per year	
<a href="#">Blood and Plasma</a>	no maximum	

## Prescription Glasses

Interested in good quality inexpensive (not cheap) prescription eye-glasses? Check out this website! This is not an FTA endorsement but a personal opinion of a teacher.

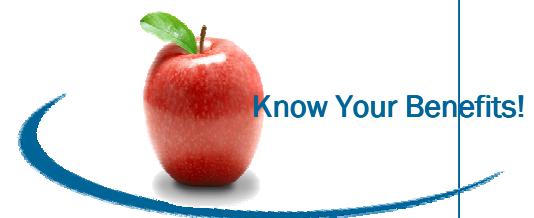
I heard about [www.zennioptical.com](http://www.zennioptical.com) this spring and tried it out.

The web site has very detailed information about purchasing glasses on line. I was very pleased with my pair that had all the bells and whistles including high indexing for my strong prescription for \$86.96 Canadian funds.

Check it out!

Benefits continued...

<u>Eligible Benefits</u>	<u>Benefit Maximum</u>	<u>Prescription Required By</u>
<a href="#"><u>Cardiac Rehabilitation</u></a>	\$300 per person per lifetime	Physician
<a href="#"><u>Casts</u></a>	no maximum	
<a href="#"><u>Clinical Psychology</u></a>	\$500 per person per year	
<a href="#"><u>Compression Garment</u></a>	6 pair per person per year	Physician
<a href="#"><u>Crutches/Canes</u></a>	no maximum	
<a href="#"><u>Hospital Bed</u></a>	\$1,000 per person every 5 consecutive	Physician or Occupational Therapist
<a href="#"><u>Iron Lung</u></a>	\$1,000 per person every 5 consecutive	Physician
<a href="#"><u>Massage Therapy</u></a>	\$700 per person per year	
<a href="#"><u>Medical Braces</u></a>	no maximum	Physician, Physiotherapist, Occupational Therapist or
<a href="#"><u>Naturopath Services</u></a>	\$500 per person per year	
<a href="#"><u>Nutritional Counselling</u></a>	\$350 per person per year	
<a href="#"><u>Osteopathy</u></a>	\$500 per person per year	
<a href="#"><u>Oxygen Equipment</u></a>	\$1,000 per person every 5 consecutive	Physician or Occupational Therapist
<a href="#"><u>Physiotherapy</u></a>	\$700 per person per year	
<a href="#"><u>Private Duty Nursing</u></a>	\$3,000 per person per year	Physician
<a href="#"><u>Respirator and Equipment</u></a>	\$1,000 per person every 5 consecutive years	Physician
<a href="#"><u>Special Medical Equipment</u></a>	\$300 per person per lifetime	Physician, Physiotherapist, Occupational Therapist or Athletic Therapist
<a href="#"><u>Speech Therapy</u></a>	\$500 per person per year	
<a href="#"><u>Splints</u></a>	no maximum	Physician, Physiotherapist, Occupational Therapist or
<a href="#"><u>Traction Equipment</u></a>	no maximum	Physician, Physiotherapist, Occupational Therapist or
<a href="#"><u>Travel Health - Hospital</u></a>	\$2,500 per person per year	
<a href="#"><u>Trusses</u></a>	no maximum	Physician, Physiotherapist, Occupational Therapist or
<a href="#"><u>Tutor</u></a>	\$15 per visit to a maximum of \$1,500 per	
<a href="#"><u>Walkers</u></a>	no maximum	Physician or Occupational Therapist
<a href="#"><u>Wheelchair</u></a>	\$1,000 per person every 5 consecutive	Physician or Occupational Therapist
<a href="#"><u>Wigs</u></a>	\$1,000 per person per lifetime	Physician
<u>The following benefits are combined and are limited to \$500 per person per year</u>		
<a href="#"><u>Foot Care</u></a>		
<u>The following benefits are combined and are limited to \$150 per person per year</u>		
<a href="#"><u>Athletic Therapy, Occupational Therapy</u></a>		
<u>The following benefits are combined and are limited to \$700 per person per year</u>		
<a href="#"><u>Chiropractor Services, X-rays</u></a>		
<u>The following benefits are combined and are limited to \$400 per person per year</u>		
<a href="#"><u>Breast Prosthesis (Single)</u></a>	Physician	
<a href="#"><u>Mastectomy Bra Single</u></a>	Physician	



The following benefits are combined and are limited to \$500 per person every 3 consecutive years

<a href="#">Hearing Aid Repairs</a>	
<a href="#">Hearing Aid/Left Ear</a>	Audiologist
<a href="#">Hearing Aid/Right Ear</a>	Audiologist

The following benefits are combined and are limited to \$300 per person per year

<a href="#">Orthotics</a>	Physician, Podiatrist, Chiropractor, Physiotherapist or Occupational Therapist
<a href="#">Orthotics/Custom Molded</a>	Physician, Podiatrist, Chiropractor, Physiotherapist or Occupational Therapist

The following benefits are combined and are limited to \$500 per person per year

<a href="#">Modification to Orthopedic Shoes</a>	Physician or Podiatrist
<a href="#">Orthopedic Shoes</a>	Physician or Podiatrist

[Travel Health Claims](#)

Benefits Covered

For information, please [contact us](#).

<a href="#">Plan Effective Date</a>	01-Jan-2002
<a href="#">Coverage Level</a>	100%
<a href="#">Benefit Maximum</a>	Unlimited

Emergency medical, surgical, and hospital services and related expenses incurred outside your province of residence as a result of an unexpected accident or illness. Eligible charges are those in excess of the amount payable by your provincial health plan.

[Drug Benefits](#)

[Benefit Maximum](#)

Benefit Year	January - December
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Please Note : Benefit payments on Formulary Drugs will not exceed your [Annual Pharmacare Deductible](#).

<a href="#">Formulary Drugs</a>	Annual Pharmacare Deductible
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Benefit Year	January - December
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<a href="#">Plan Type</a>	<a href="#">Coverage Level</a>
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Basic Services	100%
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Major Services	50%
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Orthodontic Services	50%
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[Yearly Maximum](#)

Basic & Major Services combined	\$1,000 per person per year
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[Lifetime Plan Maximum](#)

Orthodontic Services	\$1,000 per person per lifetime
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[Orthodontic Age Limits](#)

19  
Depending on your group coverage, braces must be placed by this age or payment for Orthodontic services will cease at this age. For complete details of the Orthodontic benefit under your plan, please refer to your benefit booklet.

**We're on the Web!**  
[www.frontierteachers.ca](http://www.frontierteachers.ca)

**Let Us Hear YOUR Voice!**

The FTA Voice is a publication  
By Association members  
For Association members.

The goal is to keep FTA members informed of the business that the Executive is undertaking on their behalf. Let us hear what you have to say. Questions, comments, or concerns, can be sent to:

**Vivian McKenzie, e-mail: [vmckenzie@frontierteachers.ca](mailto:vmckenzie@frontierteachers.ca)**

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