



President's Report



Vivian McKenzie
President 2010

Inside this issue:

President's Message	1
Agreement-in-Committee Ratified	3
Housing Issues	4
Election Call	5
Election Procedures	5
Nomination Form	7
FTA Contact Information	8

This year has been a busy one for the FTA. Our bargaining committee devoted a great deal of time and work to bargaining on behalf of all FTA members. A big thank-you goes to all those who worked on bargaining over the last year and a half. Your work is appreciated.

Another huge thanks goes to those volunteers in the school who helped with the voting procedures in their schools. The ratification vote went very smoothly with only a few minor glitches. We had an extremely high voter response, with 473 votes cast. This means that almost 80% of teachers voted.

In this time of recession, FTA members were fortunate to receive as much as we did. I heard from many teachers that felt strongly that the change in pay schedule from bi-weekly to bi-monthly was not satisfactory and was extremely inconvenient. Rest assured that I have passed this information (as well as other concerns) on to the bargaining committee, the FTA and Bobbie Ethier, our MTS staff officer. The pay schedule change was something that the Division insisted on and our bargaining committee agreed to. (Of further note to this, the change to bi-monthly pay will not happen until January of 2011.)

I have had some interesting conversations lately about what constitutes harassment in the workplace. While some types of harassment are obvious, others can be more subtle, such as undermining self-esteem, being singled out or belittled in front of colleagues or other staff. Frontier Policy E-5 covers respectful workplaces and outlines what is considered harassment and discrimination. Also included is information about filing a complaint and the form is included. A copy of Frontier Policy should be available at every school.

If you don't have access to the policy, refer to the Division Website at www.frontiersd.mb.ca. Look under *Governance & Leadership*, then *Policy*. Located here is the policy manual links. If you are still not sure, please do not hesitate to call any FTA member or MTS staff officer.

The Frontier website is also a valuable source of information. Under *Contacts & Resources* you will also find the Workplace Safety & Health Manual and the Housing policy manual. Housing is always a concern with many of our teachers and WSH has impacted our workplaces and will continue to do so in the future. All teachers should take time to review these documents.

This edition of ***The Voice*** is focusing on our next item of business, that is, the upcoming election of the FTA representatives and executives. Michael Ferchuk is the Chief Returning Officer this year and has outlined the election procedures for all eligible voters and I have added the *Call for Candidates*. The nomination form can be photocopied from this newsletter or downloaded from the FTA website at www.frontierteachers.ca.

Another seeming endless problem that the FTA has with Division is the frequent errors in teacher pay, deductions and sick days. **Remember it is YOUR responsibility to check your statement of earnings.** Payroll now sends a pay advice statement to your frontier email account. (Your password should have been sent to you. If not, contact payroll to request it.) It's a good idea to save these and print a copy for your records. (I wouldn't advise keeping them on your school computer.) Unfortunately, errors are far too common, and it is important for teachers to be diligent in this area. If you think you have an error, contact Debbie McDonald in Division office as soon as possible. You can call 775-9741 or email Debbie at dmcdon@frontiersd.mb.ca

Note that the year end pay advice has the total deductions for Blue Cross, which you can claim as a medical expense on your income tax. This deduction does not show up on the T4, so you will need your statement of earnings as proof of payment.

In closing, I'm sure many of you are busy with a variety of activities that teachers always seem to be involved in. Keep up the good work, and Spring Break is only a few weeks away!

Good News!

(Straight from
Gerald Cattani,
FSD Secretary
Treasurer)

The adjustment to salary scales will appear on the March 12th pay advice and the retroactive pay will appear on the March 26th pay.



Questions?

Problems?

Give me a call or email anytime.

Vivian McKenzie

271-2317



Agreement-In-Committee Ratified

Dean Elliot, Bargaining Chair

There is an exclamation mark in the title because from the emails and phone calls I received, I began to question whether the membership would approve the agreement-in-committee. Rest assured that it has been overwhelmingly endorsed and a motion by the Board has already been passed.

The next question that I have received is “when does it come into effect and when do I get my retro pay”? I guess those are two questions that have different but related answers. Firstly the new collective agreement comes into force immediately following the signing of the agreement. This has been scheduled (providing that there are no unforeseen circumstances that prevent signing) for our Liaison meeting with the Board on February 26th. This means that the extra personal leave day noted in the agreement in committee will not come into effect until after that date. Retro-active pay will be calculated and paid at some point after the signing. As you know, payroll is currently processing T-4 slips for all employees, so I would not anticipate anything being calculated until after February.

I would like to address two concerns that have been raised over the days leading up to the ratification vote. The first is changing from bi-weekly to semi-monthly payment. This is one of the issues raised by the Division. (I have mentioned many times previously that bargaining is a give and take process; it is not where we simply demand things and they are granted. This was one of the “Gives”.) It seems that by some mathematical quirk, in the not so distant future, the Division would be faced with 27 Friday pay periods between July 1st and June 30th. When I first learned of this I thought GREAT! An extra pay period! How naïve of me. What the Division would do would be to take my yearly salary that year and divide by 27 instead of 26. No “extra” money. According to the Division this problem will continue to occur every seven years or so. Imagine one year having 26 pay periods the next 27 and then back again. Because 27 pay periods would obviously be smaller than 26 this might cause problems for our members.

The simplest way to solve this problem was to go back to semi-monthly pay periods like we had in the past. This means that the size of each pay will be 1/13 larger than what you currently receive. If people wish to maintain bi-weekly payments for mortgages, automobiles, etc. they will have to budget accordingly. It is still the same amount of money.

The second concern that was raised was by the vocational teachers. As you are aware, following the date of signing, vocational teachers who have experience in the work place as an accredited journeyman, can count this experience towards increments on the salary grid at a rate of two years

equaling one year of increment. HOWEVER, this is for new hires only. The Division would not agree to have this clause include those vocational teachers currently employed by Frontier. It was the Bargaining Team's decision to either drop the clause entirely or accept it as modified by the Division as a foot in the door which we could improve upon in the next round. We decided to agree to the Division's amendment to our original clause.



As you know the agreement is for one year in duration only. This means that we will be back at the table very soon. If you have particular issues that may be addressed through bargaining, please email me the details. I can be reached at delliott@frontierteachers.ca



Housing Issues

Shawn Hafenbrak, FTA Housing

Greetings! I hope everyone has had a great rest and is ready to get back to work.

Throughout the year, I get several enquiries about a wide variety of housing issues. It never hurts to ask if you're not sure about something. I may not know the answer to your question, but I can usually find out quickly.

Many times, issues can be addressed quickly by talking to your maintenance man, filling out work orders, keeping a good written record of any actions taken, etc. If you are still not satisfied, then contact your Area maintenance person or Superintendent. This is usually enough to get some action, but if things still aren't getting resolved, contact me or the FTA president and we will see what we can do on your behalf.

Please read your tenants handbook. It is available on the Frontier School Division website (www.frontiersd.mb.ca) and the Frontier Teachers website (www.frontierteachers.ca) Another good resource is the residential tenancies website. It can be accessed through the Government of Manitoba website (www.gov.mb.ca)

I have had a couple of enquiries about the new leases. These leases come from the Residential Tenancies Branch and are perfectly legal. You don't have to be worried about being evicted or being forced to share accommodations. The Division already has that right, depending on whether they need the space. You have to remember that the Division is not obligated to provide teachers with housing, as there are now communities where housing is not available. If you have any questions about any Housing concerns, please feel free to contact me.



ELECTION CALL FOR 2010-2011 FTA CANDIDATES!

Vivian J. McKenzie



This year, the nominations close on April 7th at NOON,

Elections will be held May 5th, 2010.

You can photocopy the nomination form in this newsletter, or print one from the website at www.frontiteachers.ca

I want to encourage our members to think about becoming active participants in our union. Active members of the FTA advocate and promote the welfare of all Frontier Teachers. The FTA meets about 6 times a year, usually in Winnipeg, and attends the Annual General Meeting of the Manitoba Teachers Society. Travel costs are covered by the FTA and paid leave days are allowed under the terms of our contract.

There are 14 member positions for which members may be nominated. Executive positions are open to all members in Frontier School Division. Members vote for the President Designate, Vice-President, Secretary, and Treasurer.

Area Representative positions are open to members in their respective Division Area. There are 2 positions available for each area.

Anyone who interested, or would like more information can contact myself, Vivian McKenzie, Michael Ferchuk, the Chief Returning Officer, or any other member of the FTA.

Election Procedures

**Michael Ferchuk,
Chief Returning Officer 2010**



The elections for the Frontier Teachers Association Executive is fast approaching. Here are some of the constitutional procedures that govern the election process.

- On or before January 31st, the Association Executive shall appoint a nominating Committee representing the Association. The duty of this committee shall be to prepare a slate of officers and electoral district representatives.
- The slate of candidates selected by the Nomination Committee may be augmented through nomination(s) by any member of the Association or by any member who wishes to submit his/her name for election.
- The Nominating Committee shall make certain that all members nominated are willing and able to act.
- Nominations and biographical information shall be in the hands of the Nominating Committee chairperson no later than twelve noon, the Wednesday following spring break.

- The Nominating Committee shall prepare a ballot with the names of all candidates for each of the offices of president designate, vice-president, secretary and treasurer and the names of all electoral candidates for the Executive.
- The instructions accompanying the ballot shall instruct voters of the correct voting procedure.
- Voting will be conducted no later than twelve noon on the first Wednesday in May.
- Counting of ballots shall be done by the Association Representative of each school. The count shall be forwarded by telephone, E-mail or Fax to the Chief Returning Officer. The ballots shall immediately be forwarded to the President Designate as chief returning officer to confirm the school count. Only those ballots received on the last mailing day prior to May 15th shall be considered in the final count.
- In the case of a variance between phone-in/E-mail/Fax results and the final count, the final count shall prevail.
- All candidates shall be apprised of the result of the preliminary count. Successful candidates will be notified no later than June 1st or the first day of school following June 1st.
- The Ballots shall not be destroyed until such times as the chairperson of Nominating Committee presents a written report to the Executive stating the results of the election.
- The position of President shall be filled by the President-Designate of the previous year.
- The President-Designate, Vice-President, Secretary and Treasurer shall be elected and selected from the roster of members without regard to electoral district or school representation. The other executive candidates shall be elected only by the eligible voters in each of the electoral districts.
- The position of past-president shall be filled by the immediate past-president or an appointee of the executive, if the immediate past-president is unable to act in the capacity of past-president. The Executive may choose to leave the office vacant.
- The Executive so elected shall take office on July 1st.
- When a vacancy occurs during the year, the executive shall appoint a replacement as soon as possible.



A nomination form is available on the next page. Copy and fax this form to Michael. It is also available on line at the FTA website: www.frontierteachers.ca

Please fax or email nominations to:

Deadline is Noon, April 7, 2010

Michael Ferchuk,
Chief Returning Officer
Fax: 363-7459
Email: mferchuk@frontierteachers.ca

FTA NOMINATION FORM

I nominate _____ for the position of _____ for the 2010 FTA elections.

Nominee's Signature

FTA NOMINATION ACCEPTANCE FORM

I, _____ hereby accept the nomination for the position of _____ for the 2010 FTA elections.

Signature

Nominee Biography: (approx. 100 words)

FTA Executive Contact Information

VIVIAN J. MCKENZIE

President

Frontier Collegiate, Cranberry Portage
Cell: 271-2317
Home: 472-3660
Fax: 472-3992
Email: vmckenzie@frontierteachers.ca

Michael Ferchuk President Designate

Wanipigow School, Wanipigow
Work: 363-7253
Home: 363-7317
Secure Fax: 363-7459
Email: mferchuk@frontierteachers.ca

Dean Elliott Vice-President

Joseph H. Kerr School, Snow Lake
Work: 358-2281
Home: 358-9143
Email: delliott@frontierteachers.ca

Scott Miller Past President

Gillam School, Gillam
Work: 652-2193
Home: 652-2316
652-2150
smille@frontiersd.mb.ca

Dodie Johnston Treasurer

FCI, Cranberry Portage
Work: 472-3431
Home: 472-3072
Secure Fax: 472-3992
Email: djohnston@frontierteachers.ca

Laurie Fourre Secretary

Grand Rapids School, Grand Rapids
Work: 639-2451
Home: 639-2527
Fax: 639-2605
Email: lfourre@frontierteachers.ca

Byron Apetagon Archival

HBIOERC, Norway House
Work: 359-4100
Home: 359-4392
Email: bapetagon@frontierteachers.ca

Eddie Turner Equity and Social Justice

Cormorant Lake School, Cormorant
Work: 357-2225
Home: 357-2057
Fax: 357-2178
Email: eturner@frontierteachers.ca

Heather Paul

Employee Benefits

HBIOERC, Norway House
Work: 359-4100
Home: 359-6698
Email: hpaul@frontierteachers.ca

Shawn Hafenbrak Housing

Waterhen School, Waterhen
Work: 628-3443
Home: 656-4132
Fax: 628-3571
Email: shafenbrak@frontierteachers.ca

Aaron Cable Professional Development

CPE School, Cranberry Portage
Work: 472-3250
Home: 472-3116
Email: acable@frontierteachers.ca

Joanne Stover Ad Hoc

The Duke of Marlborough School, Churchill
Work: 675-2737
Home: 675-2278
Email: jstover@frontierteachers.ca

Nancy Whiteway

Berens River School, Berens River

Work: 382-2153
Home: 382-2742
Fax: 382-2422
Email: nwhiteway@frontierteachers.ca

Anne Watson Area 1 Representative

Oscar Blackburn School, South Indian Lake
Work: 374-2056
Home: 374-2433
Fax: 374-2052
Email: awatson@frontierteachers.ca

Larrie Head Grievances and Disputes

Skownan School, Skownan
Work: 628-3315
Home: 638-8915
Email: lhead@frontierteachers.ca

Marilyn Randall Workplace Safety & Health

Gillam School, Gillam
Work: 652-2193
Home: 652-2464
Fax: 652-2150
Email: mrandall@frontierteachers.ca

