

# Staff Association Information Meeting

March 19, 2008  
7:00pm



# AGENDA

1. Call to Order
2. Greetings & Introductions
3. Additions to the Agenda
4. Approval of Minutes
5. Financial Update - Dorothy Hall
6. People Soft - Jean Minifie
7. Committee Reports:
  - a. Mutual Interest – Sherry Vaskovics
  - b. Convention – Ann Craig
  - c. Bylaw/Policies – Cathy Evanochko
  - d. Negotiations – Ann Craig, Albert Herscovitch, Jean Minifie and Bill Flookes
8. Questions
9. Adjournment

# Negotiation Overview

- ◆ Context – Ann Craig
- ◆ Take Aways – Albert Herscovitch
- ◆ Protecting our Rights “TRUST ME”  
Jean Minifie
- ◆ Monetary Package – Bill Flookes
- ◆ Options/Strategy – Bill Flookes &  
Membership

# Context

Ann Craig

.....and now for something  
completely familiar.



# Survey Results

Main Body Top 6	PSS Top 5
Salary	Salary
Drug Card	Pay Winter/Spring Break
Benefits over 12 months	Drug Card
100% Benefits	Increase vacation pay/time
10 month over 12 month pay	100% Benefits
Increase vacation pay/time	

# Take Aways

Albert Herscovitch

- ◆ “Divide and Conquer”
- ◆ Subrogation Rights
- ◆ Grievance Procedure
- ◆ Alberta Health & Wellness
- ◆ W.C.B.
- ◆ Temporary Start Rate
- ◆ Sick Leave

# Protecting our Rights “Trust Me”

Jean Minifie

- ◆ Job Share
- ◆ Drug Card
- ◆ Job Postings
- ◆ Position Descriptions & Evaluations
- ◆ 10 Months Pay over 12 Months
- ◆ Minimum Hours

# Monetary Package

Bill Flookes

- ◆ Actuals & Projections
- ◆ Benefits
- ◆ Professional Improvement Fellowship
- ◆ Market Adjustment



# Monetary Package

Main Body	PSS
<p>Salary</p> <ul style="list-style-type: none"><li>◆ 6.5 % over 2 years</li><li>◆ Eliminate step 1</li><li>◆ Add "new" end step</li></ul>	<p>Salary</p> <ul style="list-style-type: none"><li>◆ 6.5 % over 2 years</li><li>◆ Eliminate step 1</li><li>◆ Add "new" end step</li></ul>
<ul style="list-style-type: none"><li>◆ Minimum hours of work</li></ul>	<ul style="list-style-type: none"><li>◆ Winter/Spring Break</li><li>◆ Holiday</li></ul>

# Monetary Package

Main Body	PSS
<p data-bbox="115 392 676 464">Group Benefits</p> <ul data-bbox="115 499 927 1313" style="list-style-type: none"><li data-bbox="115 499 927 742">◆ Increase employer contribution to 100% over 12 months</li><li data-bbox="115 785 540 856">◆ Drug Card</li><li data-bbox="115 885 927 1313">◆ Retired Employee Benefits Package – extend the 50-50 arrangement to August 31, 2012</li></ul>	<p data-bbox="985 392 1545 464">Group Benefits</p> <ul data-bbox="985 499 1796 1313" style="list-style-type: none"><li data-bbox="985 499 1796 742">◆ Increase employer contribution to 100% over 12 months</li><li data-bbox="985 785 1410 856">◆ Drug Card</li><li data-bbox="985 885 1796 1313">◆ Retired Employee Benefits Package – extend the 50-50 arrangement to August 31, 2012</li></ul>

# Options/Strategy

## Bill Flookes & Membership

- ◆ Strike Vote
- ◆ Job Action
- ◆ Other Options

# Options for Job Action

- ◆ Job Action **NO Strike** Vote Needed or
- ◆ Job Action **Future Strike Vote** Needed (we need to make application 7 calendar days before a vote is taken)

## **NO STRIKE VOTE**

School Schedule  
Working your FTE  
Stop all business between CBE & SA  
Working with Volunteers  
Information Picketing

## **FUTURE STRIKE VOTE**

Work to Rule  
Rotating Strikes  
Working with Volunteers  
Other Unions

## **WORKING FOR WHAT YOU GET PAID FOR!!**

- ◆ Other suggestions from the members – on-going.
- ◆ Media – Ongoing!

**This time frame is dependent upon Membership decisions! All upcoming meetings require membership attendance for voting (dates/locations will be advised). Remember: If you don't attend the meetings, your voice is not heard! Don't let someone else make these decisions for you!**

SA website is:

[www.cbstaffassociation.ab.ca](http://www.cbstaffassociation.ab.ca)

