

# **SUMMARY OF MEMORANDUM OF SETTLEMENT**

THE CALGARY BOARD OF EDUCATION STAFF ASSOCIATION

And

THE CALGARY BOARD OF EDUCATION

It is agreed, subject to ratification, that the following points constitute mutual agreement between the parties in the current contract negotiation:

## Term (SA & PSS)

3 Years

1. Effective September 1, 2004 to August 31, 2007
2. 3% wage increase effective September 1, 2004
3. 3% wage increase effective September 1, 2005
4. 3.5% wage increase effective January 1, 2007

## Group Benefits Plan (SA)

Board contribution for Alberta Health and Wellness 80% effective June 2006 & 100% effective September 1, 2006.

## Health Spending Account (SA & PSS)

1. \$500.00 for ALL permanent CBE employees
2. Health Spending Account will be pro-rated for employees who occupy a position less than one full time equivalent (1.0 fte)
3. Effective January 1, 2007 and each year thereafter, the annual amount of \$750 for full-time employees.

## Overtime (SA)

An employee called out to perform work following the completion of their normal work day or shift shall be paid a minimum of two (2) hours pay at two (2) times the employee's regular rate of pay.

# Changes in the Collective Agreement

## Pension Plan (SA)

Change: Optional for employees who work less than 30 hours per week but not less than 15 hours per week, (it used to be 17.5 hours per week.)

## Salary Administration (PSS)

Change: Up two steps from employees present rate for promotions

## Shift Work (SA)

Change: 7% for any shift commencing between 6:00am and 7:14 am.

## Temporary Employees (SA)

Change: All temporary employees shall be entitled to 6% vacation pay and 4.4% general holiday pay, to be paid each payday. (this has been happening for a year)

## Lay Off and Recall (SA)

Change: 7.2.1 Seniority comes before relative merit now

7.5 Relative Merit is considered equal unless there is performance documentation.

7.7.2 Seniority comes before relative merit.

## Education Assistants in Training (SA)

Presently requires 3 of the TA courses to qualify now  
5 courses to qualify upon ratification.