

# STAFF ASSOCIATION NEWSLETTER

*Through Communication Comes Understanding*

## November 17, 2005 - Negotiations Update

After meeting with the CBE Negotiation Team today, Thursday, November 17, please note the CBE responses to our proposals listed below.

	<b>Staff Association Proposals</b>	<b>CBE Response</b>
1	Wage Increase - 3 Year Agreement 4% September 2004 4% September 2005 4% September 2006	<i>Wage Increase – 3 year Agreement 2% effective September 1, 2004 2.5% effective January 1, 2006 2.5% effective January 1, 2007</i>
2	Definition of a 10 month employee – minimum of 200 paid days (190 school days + 10 general holidays), to ensure that changes in the length of the school year do not reduce the employee's income	<i>Not willing to go there</i>
3	Minimum FTE's – a) Lunchroom Supervisors & others in "A" - .286 b) Library Technicians and Assistants - .715  c) Administrative Secretaries – 1.0 d) In any case, all other positions not less than .429 e) Changes to FTE are no less than ½ hour	<i>Not willing to go there Proposal around Library positions going to the (SIAC Committee that decides on school allocations in March 2006) Not willing to go there Not willing to go there  Not willing to go there</i>
4	All overtime is double time	<i>No – not an established standard within the CBE</i>
5	Discretionary days off - 5	<i>Not willing to go there</i>
6	Paid Education Leave	<i>No reply</i>
7	Group Benefits a) Increase employer contribution to cover 100% (excluding LTD) of benefits b) Employer to pay benefits over 12 months to 10 month employees	<i>Not willing to go there  Not willing to go there</i>
8	Retirement Benefits	<i>Include the Retired Employee Benefits Package in the Collective Agreement, with provisions to decrease the Employer-paid portion of the premiums to 50% effective September 1, 2007 and 0% on September 1, 2009</i>
9	Health Spending Account	<i>Establish a Health Spending Account for employees covered by the Staff Association Collective Agreement who are participants in the Group Benefits Plan.</i>
10	Drug Card	<i>No reply</i>
11	Employer paid provincial health premium for all employees	<i>No reply</i>
12	Pension Eligibility for .429 employees	<i>Participation in the Pension Plan will be available to employees who are employed .429 FTE or more.</i>

13	Service Gratuity – remove age 55 and pension barriers	<i>Not willing to go there – does not match philosophy of CBE around compensation</i>
14	Increase Material Equipment Management Allowance from \$15 - \$70	<i>Increase the materials and equipment management allowance to \$23 bi-weekly, with inclusion of language in Collective Agreement to describe conditions required for payment of allowance.</i>
15	Increase Staff Development Fund to \$350,000 CBE contribution  Increase P.S.S. Staff Development Fund to \$60,000	<i>Increase the amount of the Staff Development Fund in the Staff Association Main Agreement to \$150,000 annually. Include language to clarify that the guidelines for the fund will consider and support the staff development priorities of the Board. In the event that unallocated funds exceed the current year's annual amount as at August 31 each year, the Board's contribution in the subsequent year shall be reduced by the amount of the excess.</i>  <i>No reply</i>
16	Staff Association Convention – increase to 2 days of attendance	<i>No reply</i>
17	Ten-month employees should be able to receive their pay over a 12 -month period. Also, vacation pay to be provided at each pay period, not lump sum.	<i>Not willing to go there</i>  <i>May be some flexibility around vacation pay</i>
18	Compensation for on-call employees. Minimum of four hours pay after call in, with double time paid after the first two hours	<i>Provide an on-call allowance for Information Technology employees</i>
19	P.S.S. hiring practices, work & FTE distribution	<i>Ongoing work</i>
20	Language in contract that ensures Staff Association work is to be done only by Staff Association members; adequate resources are provided to do the work.	<i>Not prepared to put anything in the Collective Agreement</i>
21	P.S.S. promotion procedures align with main body of Staff Association	<i>Room to discuss</i>

After reviewing the CBE's responses, the Staff Association Negotiation Team feel they do not provide a respectful, attractive collective agreement for you, our members. However, we are meeting on Monday, November 21, and Tuesday, November 22, to continue proposal discussions with the CBE Negotiation Team. We will continue to keep you updated with any progress we make.

## YOUR BOARD OF DIRECTORS

<u>Responsibility</u>	<u>Director</u>	<u>Work Location</u>	<u>Phone Number</u>	<u>CBE Email</u>
Chairperson	Jean Minifie	S.A. Office	242-7555, x1	jvminifie@cbe.ab.ca
Area I	Lois Robb	Edgemont School	777-6340	lmrobb@cbe.ab.ca
Area II	Laurie de Mille	Hillhurst Community School	777-6360	lldemille@cbe.ab.ca
Area III	Dorothy Hall	Project Trust	777-8750	dmhall@cbe.ab.ca
Area IV	Ann Craig	Colonel Macleod School	777-7500, x2228	ancraig@cbe.ab.ca
Area V	Dorothy Galanov	Eugene Coste School	777-8510	dogalanov@cbe.ab.ca
Chinook Learning	Shelly Walper	Olympic Heights Elem.	777-8370	slwalper@cbe.ab.ca
Highfield	Bryan Hicks	Highfield	214-1210	bshicks@cbe.ab.ca
Education Centre	Cathy Evanochko	Area V. Office, Haysboro	777-8780, x0	clevanochko@cbe.ab.ca
Parkdale/PSS	Albert Herscovitch	Rosscarrock Elem. School	777-7456	aherscovitch@cbe.ab.ca

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