

STAFF ASSOCIATION MEMBERS REGARDING STRIKE VOTE

In an unprecedented move, CBE management has sent out an E-mail to each Staff Association member putting a positive spin on their proposal to you.

DON'T BE FOOLED!! This proposal is not significantly different than the one they presented on February 28, 2008 **and is not good enough.** Nowhere in their summary do you see any of the negative impacts of this proposal, nor do you see any of the issues that have been left unaddressed.

WHY VOTE YES ON THE STRIKE VOTE

- A **YES** vote is **NOT** a vote to walk out on strike, but is a vote for strike action. A membership meeting will be held on May 15 to decide what job action will be taken.
- A **YES** vote tells the CBE that their offer is not good enough.
- A **YES** vote empowers your Negotiation Team to push forward with bargaining and get you the Collective Agreement you deserve.
- A **YES** vote allows us all to take further job action when appropriate, for example, working to rule, limiting hours of work, etc.

WHY IS THE CBE PROPOSAL NOT GOOD ENOUGH

For Example:

- **The money sounds good...It isn't! Actually it doesn't even sound good.** Since September 2005 you have received just one increase, 3.5% in January 2007. The AAWE given for 2005 was 3.17%, for 2006 it was **5.23%**, for 2007 it was **4.92%**. The AAWE is the Alberta Average Weekly Earnings not the average Calgary salary increases which are expected to rise more than 5% this year for the third year in a row. So with the CBE proposal you will start off with much less buying power than you had and insure that you remain stuck there or worse into the foreseeable future. We are still proposing 6.5% for 2007 and 2008 and that everyone move up one step on the increment grid.
- **Money and Takeaway too...** Look at the present 20.4.2 on page 33 of our agreement. *"Should the Government eliminate Alberta Health and Wellness premiums, the employer shall pay 100% of all Group Benefit premiums with the exception of Long Term Disability, which shall be 100% employee paid."* Well the province is doing exactly that this January and the CBE is proposing that they pay **50%** not 100% for life and AD&D as of September of 2009.
- Staff Association wants it added into our agreement that the CBE should not require a Doctor's note until after the fifth day - the adults in ATA, PSS and CUPE have this in their collective agreements, why don't we? The lack of having this specified in our agreement has been used against SA individuals.
- CBE has a proposal in place that allows them to sue a third party on your behalf **without your approval**, for example, if you are involved in an accident that is the fault of the third party and that causes you to miss work.. Is this reasonable? Certainly not with the wording of their new clause. Can the Staff Association in good faith bargain away a personal right of yours? We don't think so. **Takeaway.**
- Starting wage for permanent employees at other than step one solely at management's discretion. Friends do well. **TRUST ME.** And now the CBE wants the starting wage for temporaries at other than step one to be decided by ? yes, management. **Takeaway.** Both decisions should include the Staff Association.

- The CBE has put into the school allocation guidelines that positions can be adjusted by hours, not the old one hour that was abused such that senior people could be laid off before junior people for example, but **hours**, opening up the possibility of all positions being reduced to their base of 3 hours and maybe you get the hours back through the year, or maybe not. **Takeaway and TRUST ME.** That is why we are proposing that the postings be detailed such that the job you accept is the job they told you it was.
- CBE is now changing your Position Descriptions unilaterally without Staff Association involvement leaving you open to changes in what your work entails. The creation of School Secretary 1 and 2 without your or our involvement. Or that all positions can now apparently include lunchroom duties with no extra time to do your other work. ***Are you one of those people who have been threatened with loss of hours or your job if you don't accept this? Or a lunchroom supervisor who has been let go because others have been told they have to do your job? Please call us at the office, 242-7555. Takeaway.*** The implementation of PeopleSoft has changed all of the job titles without the CBE informing anyone, and with no promise by the CBE to give the old titles back.
- Where is the drug card that CBE promised us several years ago so that we don't have to pay up front for medication? **TRUST ME.**
- Why was CBE able to withdraw Job Share opportunities for members two years ago only to bring it back in this year again with no guarantee that it will not be taken away again next week? Because they refuse to put it into the Collective Agreement. **TRUST ME.**
- CBE proposes that grievances end at the HR department rather than going to the Chief Superintendent. Who are most of our grievances against? The HR department, and it can only be overruled by the Chief Superintendent. **Takeaway.**
- Staff Association proposes a 10 months pay over 12 months option with vacation pay paid every pay. **TRUST US and Takeaway.** With the CBE proposing just the vacation pay paid biweekly it leaves those most vulnerable, the members who count on that lump sum helping them through the summer or winter break, in a worse position.
- And speaking of those most vulnerable, there are employers that propose takeaways to a small part of a larger group hoping that they will be overlooked and left unprotected. Look at the red circling of continuing education on page 29 of the CBE proposals.
- The CBE's three year proposal for PSS and a four year proposal for the Main Body ensures that PSS, as a group of 150 members does not have the bargaining power to improve their Collective Agreement in the future as they lose the power of the 3500 members in the Main Body. There is power in numbers.

Please come out and vote YES on May 7 so we can get back bargaining, and attend the membership meeting May 15 to decide possible job action.

For the full proposals, both those presented by Staff Association and the CBE, please refer to the Staff Association website at cbestaffassociation.ca