

# CBE Staff Association

## Annual General Meeting

Date: November 4, 2009

**Directors In Attendance:** Jean Minifie, Dorothy Hall, Lindy Lemay, Jenica Copithorne, Maxwell Girvan, Daniel McLaughlin, Almas Rajwani-Rawji, Lois Robb, Wanda Stevenson, Sherry Vaskovics, Bill Flookes (Manager), Albert Herscovitch (Manager)

**KIT Team Liaison:** Hilary Smith

		<b>Action Items</b>
	<p>1. <b>CALL TO ORDER:</b> Meeting called to order at 7:00 pm. The meeting was adjourned for 10 minutes as there was not a quorum. The meeting was recalled to order at 7:10 pm.</p> <p>2. <b>INTRODUCTIONS:</b> Introduction of Head Table and K.I.T. Team Liaison</p> <p>3. <b>CHAIRPERSON'S COMMENTS:</b> Report attached as Attachment #1.</p> <p>4. <b>AUDITOR'S REPORT</b> – presented by Dennis Kisio, CA</p> <p><i>Q. Under Statement of Operations and Net Assets what is PSS Development Fund?</i>  A. That is funding that Staff Association received for our PSS members.</p> <p><i>Q. What is PSS?</i>  A. Those are our members under the Professional Support Staff Collective Agreement -- our other Collective Agreement is for our members under the Main Body.</p> <p><i>Motion by Lindy Lemay, seconded by Jeanne MacLachlan that the Auditor's Report be accepted as presented.</i></p>	
	<p>5. <b>MANAGER'S REPORTS:</b> Presented by: Bill Flookes (report attached as Attachment #2), Albert Herscovitch (report attached as Attachment #3) &amp; Jean Minifie.</p>	
	<p>6. <b>APPROVAL OF MINUTES</b></p> <p><i>Motion by Dorothy Hall, seconded by Karen Forsyth that the Annual General Meeting Minutes of November 4, 2008 be approved as printed.</i></p>	Carried
	<p>7. <b>MOTION TO MATCH FUNDING FOR STAFF DEVELOPMENT FUND FOR 2009-2010</b></p> <p><i>Motion by Dorothy Hall seconded by Judith Snell that the Staff Association put up to \$25,000 to match CBE Staff Development Funds for 2009-2010 (Main Body).</i></p> <p><i>Motion by Dorothy Hall seconded by Nancy Prince that the Staff Association put up to \$5,000 to match CBE Staff Development Funds for 2009-2010 (PSS).</i></p>	Carried Carried
	<p>8. <b>PROPOSED BUDGET</b> – presented by Lindy Lemay</p> <p><i>Q. With the PSS Staff Development Fund already gone, how long does main body funding last?</i>  A. There is lots of money still available in the Main Body fund. PSS members use their funds to pay their professional fees and that's where a large sum of their dollars go.</p>	

**8. PROPOSED BUDGET CONTINUED**

*Motion by Lindy Lemay seconded by Linda Hennig that the proposed budget for 2009-10 be approved as presented.*

Carried

**9. CLOSING REMARKS** - presented by Jean Minifie

**10. QUESTIONS AND ANSWERS**

*Q. When you get a phone call from TELUS and you've already signed the letter regarding payback, can you then say that you want to talk to Staff Association?*

A. There has been a plethora of over payments. TELUS said that they did an audit and many notices will say "based on the audit we did, we'll be deducting "x" amount of dollars over "x" amount of pay cheques." This is not a practice that they can use, so we want you to call us. You can ask for information from TELUS. Staff Association wants to be aware of these letters. We know it may be too late for some, but for future incidences we would like to know. If you go through it again don't sign anything until you call us. Please relay information to your co-workers.

*Q. Regarding H1N1 and sick leave, has anything been addressed by the Board if you've been away for more than 5 days?*

A. Jean advised that she and Albert attended a meeting early in August and they didn't have a process in place. They have an absenteeism process in the works that they are trying to put into place, however, the problem is we're still waiting.

- The City of Calgary set up an Assessment Clinic, but trying to get into that may be tough. If the school is insistent that you need a note, the doctor may be saying "sorry don't come in."
- A member advised that they had just come off of a medical leave and the Board needed a note from the Doctor stating that the member could come back to work, now you'll need a second note saying also that you're well enough to come back.
- By the time they make up their minds what their absenteeism is going to be, we could be well into the next epidemic down the line.
- Unfortunately at Staff Association, we can't help you. The only advice is if you're sick then stay at home. If your kids are sick, do what you have to do and stay at home with your kids.
- A member who had H1N1 at the end of June advised that her Doctor had put a mask on her, and she passed along her thoughts that having a mask at home would probably be a good idea.
- A member advised that they work with Alberta Health Services and they have signs all over. If you're sick they support that. Employees are asked to phone in and relay their symptoms. We are very clean in our areas right now.

*Q. Are we going to be receiving long service awards this year?*

A. You receive your award after 15 years of service. You have your 15<sup>th</sup> anniversary, and then it's the following December that you receive your \$300. After you're taxed you'll receive about \$220, so that's just enough to buy you a turkey. Everybody in the CBE gets that award except for the Teachers.

*Q. When they changed our job titles in PeopleSoft is that ever going to go back, and did that endanger me in anyway within my classification?*

A. That is a number one priority to get titles back the way they were. John Johnston is working on that very task. It was going to be addressed by the end of this year, and titles will go back to what they were. It hasn't affected your families at all -- they are the same that they were before. Your seniority within your group is the same. Your seniority starts with you the day that you started with the CBE, it doesn't matter if you change your position within the Board. It's a permanent position and they count your 6 month probation period in that.

*Q. Temp time is pretty much dead time with the Board, correct?*

A. That's correct.

Meeting adjourned at 8:25 pm