

Calgary Board of Education Staff Association  
**MEDIATION UPDATE MEETING**

**Date: April 17, 2008**

**Location: Coast Plaza Hotel and Convention Centre**

MOTION		ACTION ITEMS
	<p><b>1. Call Meeting to Order</b>  Meeting called to order at 7:05 pm</p> <p><b>2. Greetings and Introductions</b> – Jean Minifie  Introduction of Head Table and K.I.T. Team. Welcomed all members in attendance.</p> <p><b>3. Explanation of the Medication Process</b>  <b>How we got to this point – April 16, 2008 FYI</b> – Jean Minifie  <b>November 7, 2007:</b> At the AGM, the membership directed your Negotiation Team to apply for mediation by the end of February if a memorandum of agreement had not been agreed upon.  <b>February 28, 2008:</b> The CBE presented the Staff Association with two proposals, one for the Main Body and one for Professional Support Staff. These proposals did not address any of our major issues.  <b>March 3, 2008:</b> The Staff Association Negotiation Team immediately applied for mediation.  <b>March 13, 2008:</b> Mediation commenced.  <b>March 18, 2008:</b> On the second day of mediation, the Staff Association presented counter proposals to the CBE.  <b>March 19, 2008:</b> These proposals were shared with you at an Information Meeting March 19, 2008 at Crescent Heights.  <b>March 20, 2008:</b> Mediation continued.  <b>April 15 and 16, 2008:</b> These two days of mediation were set following a 3 week break to allow the mediator the time to engage in conversation with both parties.  <b>April 15, 2008:</b> The mediator and the Staff Association expected comprehensive proposals from the CBE first thing that morning. At 4:00 p.m., we received CBE’s comprehensive proposals. After spending four days in mediation, the Negotiation team was disappointed that proposals were virtually unchanged from the February 28 proposals. These are the same proposals that prompted the Staff Association Negotiation Team to request mediation.  <b>April 16, 2008:</b> Staff Association Negotiation Team withdraws from mediation pending the April 17, 2008 membership meeting.</p> <p>When we were presented the proposals on April 16, 2008 from CBE I have never seen our manager Bill Flookes look so disgusted or mad. He pushed his chair back from the table and folded his arms and listened to what was being said by CBE’s team. We all listened and when the CBE finished Bill stood up said the proposal was an insult and thank you very much. When we all walked away from the table I thought to myself I should go back in there and tell them how I was feeling! I have been told on numerous occasions along with all our members that we are valued employees, pillars of the organization and how they could not do without the support staff. I felt under valued, and I was hurt as once again I was told a “Trust me”. I thought about going back into the room and really telling them how I felt and with very strong language then I thought NO I will wait until our meeting tonight and I will be able to go back with what your feelings are. We need to send the CBE a very strong message that we are VALUEABLE EMPLOYEES and we are the pillars of the organization. I will let you voice your opinions tonight and I will be happy to express them to management. Thank You</p>	

MOTION	Explanation of changes to the C.B.E. proposal dated April 15, 2008	ACTION ITEMS
	<p><b>Main Body</b></p> <p><b>Wages</b></p> <p>No changes. If the membership go to the website and look at the offer from the CBE dated February 28, 2008, they will see an increase of 4% on September 1, 2007 with an increase of the AAWE (Alberta Average Weekly Earning) on September 1, 2008. The 2008 AAWE represents an increase of 4.53%. This amount is what the MLA's receive, however, they receive their increases April 1 of each year and the Support Staff would receive theirs in September of each year and based on a realistic salary at the beginning.</p> <p><b>Subrogation Clause 15.12</b></p> <p>Should you receive sick benefits from the CBE due to an accident and then you receive an insurance award. The CBE, if we accept this proposal, has the right to take back the amount they have paid you in benefits. If you do not sue the CBE will have the right to sue on your behalf to recoup the amount of benefits paid. The can sue in your name WITHOUT your permission and will give you back your sick days. This has become big in the States. Wal-Mart recently had to back down from putting this through due to public out cry. Many of the States are putting in laws to prevent employers from putting this into place.</p> <p><b>Continuing Education Instructors</b></p> <p>They will receive an increase of 4% September 2007 and in September 2008 they will receive the AAWE. After that their wages will be red-circled.</p> <p><b>Temporary Employees</b></p> <p>Temporaries would get an increase if in the previous year from September 1 they had worked 420 hours or 60 seven hour days. If management did not feel that the performance was satisfactory they could withhold the increment. Still want to change (Take Away) the start rate at the CBE's sole discretion.</p> <p><b>Pages</b></p> <p>They are now covered under our collective agreement. They had for years been paid under minimum wages, they are now going to receive minimum wage. They had to change April 1 to meet Employment Standards.</p> <p><b>Professional Support Staff</b></p> <p><b>Wages</b></p> <p>PSS staff in the CBE proposal will receive 4% in September of 2007 and Market Adjustment for some of the PSS staff in September 2008. They left out some positions and these positions they attached percentages to. The Grade 3 position will receive a 10% increase and the Grade 4 position will received a 12% increase. The Exempt Staff of the CBE got Market Adjustment at the beginning of their agreement.</p> <p><b>Subrogation Clause 15.12</b></p> <p>Same as the Main Body they only explained their intent.</p> <p><b>35.1</b></p> <p>What they have done in this proposal is to change the wording from all staff to "permanent" employees. They are not treating temporary employees the same as the permanent employees.</p> <p><b>Motion to accept or reject Board of Director's Recommendations</b></p> <p>Once upon a time the Board of Directors had high hopes for the mediation meeting of April 15. How naïve are we. The mediator had informed the Negotiation Team that the CBE was presenting a "comprehensive" proposal first thing on Tuesday, April 15. We thought about how positive this sounded and how great it would be to stand before you tonight to present a great offer after all the hard work of the Negotiation Team. We are so disappointed that we are not able to do that. Last night, the Board of Directors met to go through the "comprehensive" proposal. That took about 3 minutes. Then we discussed what we should be recommending to the</p>	

MOTION		ACTION ITEMS
04/17/08	<p>membership. We believe that this offer is disrespectful and not in the best interests of the membership. This CBE proposal still takes away many rights of the members and does not address any of the interests identified by the Staff Association Negotiation Team. The Board of Directors believes in the members of this organization. We believe that the work you do is important to the organization and vital to the quality education of children. We believe you deserve to be treated with the same consideration as other workgroups within CBE. Let me ask you why the CBE can ask for a doctor's note after 1 day absence and the other work groups do not have to bring a note until after 5 days. After all the Staff Associations members have the best attendance record within the organization. Why do the other work groups have more benefits coverage then we do?</p> <p><b>Motion made to support the Staff Association Board of Directors' recommendation to reject the CBE proposal dated April 15, 2008.</b></p> <p><b>4. Next Steps</b>  There are several steps that can be taken at this time in mediation. Remember the appointed mediator is still available to both parties until a negotiated settlement is signed. The negotiation team on your recommendation can do any of the following:</p> <ol style="list-style-type: none"> <li>1. Can continue with mediation with CBE which would be continuing on the path the negotiation team has been traveling for the last 8 months hopeful that at sometime an agreement can be struck.</li> <li>2. Ask the mediator for a recommendation for settlement however at this time both parties have too many outstanding issues and are to far apart for this to be possible.</li> <li>3. Have the mediator write a letter stating that negotiations between CBE and Staff Association are at an impasse.</li> </ol> <p>The Board of Directors of the Staff Association is recommending that a letter of impasse be requested. It is important to know that even though both parties are at an impasse at this time either party can request through the mediator that negotiations resume.</p>	Carried
04/17/08	<p><b>Motion made that the Staff Association membership supports the Negotiation Team in recommending that the Mediator Tom Hodges write a letter of impasse.</b></p> <p><b>5. Instructions from Membership for future bargaining</b>  We are not taken seriously, the proposals given to us by the CBE on Tuesday, April 15 were found to be very disrespectful. Remember the "Take Aways, Trust Me and Money" items we shared with you at the March 19, 2008 Information Meeting. We would like to get back to the table with CBE only if the three areas of "Take Aways, Trust Me and Money" are genuinely addressed.</p>	Carried
04/17/08	<p><b>Motion made that the Negotiation Team get back to the table with the Calgary Board of Education if the three areas, Take Aways, Trust Me, and Money are presented in a serious and conscientious manner with concrete changes.</b></p> <p><b>First question from opposing member:</b>  <b>How long will this take before we can go on strike?</b> <i>The earliest possible date we could take a strike vote is May 5, 2008 and after that we would serve 72 hours notice to strike if it comes to a strike.</i></p> <p><b>Second comment from opposing member:</b>  <b>We want the CBE to treat us with respect when it comes to bargaining we do not want to give them another 3 months to drag out the bargaining process.</b> <i>When we send the impasse letter to the mediator both parties have a 14 day cool off period which means no action by either party. If we wish to, we can apply for a strike/job action vote. We have to give 7 days notice, so the earliest we can apply is April 28, 2008 so that at the end of the cooling off period, we can proceed to job action.</i></p>	Carried 3 opposed

MOTION		ACTION ITEM
4/17/08	<p>Other comments were made about picketing, job action, possible sanctions when there is non-compliance during picketing at various CBE sites, and the fact that the CBE cannot force employees to cross the picket line to work. <i>Nor can the CBE punish in anyway anyone who is on legal strike.</i></p> <p><b>6. So – What Happens Next? – Bill Flookes</b>  We can make our application to hold a strike vote at the discretion of the Board of Directors as early as 7 calendar days after we receive the letter of impasse from the Mediator. This would be on April 28. The earliest day we could hold a strike vote would be on May 5.</p> <p><b>Motion made that the membership supports the recommendation of the Negotiation Team of Job Action under the Future Strike Vote.</b></p> <p><b>Questions and Comments from members:</b></p> <p><b>Q. Can we get a rep at each location like the teachers do?</b> <i>We have been trying for years to get a K.I.T. rep at each location and in fact we have a K.I.T. at almost every site. If your location does not have a K.I.T. representative please sign up yourself or ask someone at your location to be that individual.</i></p> <p><b>Q. There have been problems within our organization; firstly it was apathy among some of our members and secondly communication was a really large problem.</b> <i>We are using the website with continual updates and sending out hard copies through inter-school mail and relying on our K.I.T. team to get the messages out as well. The numbers will be here when we have our “official” strike vote. This is not an “official government sanctioned” strike vote this evening but putting the wheels in motion so that we can hold one once the 14 day cooling off period has happened. We as an organization are reshaping and when the time comes we will all stand together.</i></p> <p>Meeting adjourned at 8:35 pm</p>	Carried