

Calgary Board of Education Staff Association

**MEMBERSHIP MEETING**

**Date: May 15, 2008**

**Location: Red and White Club**

**Those in attendance:** Jean Minifie, Bill Flookes, Cathy Evanochko, Dorothy Hall, Ann Craig, Albert Herscovitch, Almas Rajwani-Rawji, Wanda Stevenson, Sherry Vaskovics, K.I.T. Team

**Absent:** Lindy Lemay

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. Overview</b> – Cathy Evanochko Thank you for putting this process into motion at the November 7, 2007 Annual General Meeting. At this meeting the members in attendance voted and accepted a motion that if over the next 6 months we did not have a reasonable CBE offer on the table the Negotiation Team would apply for mediation. At the March 17, 2008 Information Meeting we had 175 members in attendance and informed the membership that the Negotiation Team and CBE were going into mediation. April 17, 2008 at the Mediation Update Meeting 600 members in attendance voted on a motion to hold a strike vote. On May 7, 2008 1,600 members voted in favor of strike action. Thank you to the strike committee, members from IT and the negotiations team for all of their hard work up to this point.</p> <p><b>4. Mediation Update</b> – Jean Minifie Tom Hodges contacted the Staff Association office requesting Bill, Jean and the CBE Negotiation Team meet on the morning of Monday, May 12, 2008 so that the CBE could get a better understanding of the Staff Association issues regarding the “Trust Me”, “Take Aways” and “Monetary” items. The afternoon of Monday, May 12, 2008 Cliff Hosfield contracted Staff Association to ask if we could meet with Dr. Brendan Croskery and Don Dart. CBE did not want to involve the mediator at this meeting. Cliff Hosfield was informed that the mediator would be present at all upcoming meetings.</p> <p>On Wednesday, May 14, 2008 the Staff Association Negotiation Team met with Cliff Hosfield, Chief Superintendent Dr. Brendan Croskery, Don Dart, Superintendent Corporate Services and the CBE Negotiation team. Chief Superintendent Dr. Brendan Croskery indicated that he would like to improve relationships with Staff Association over time.</p> <p>At the conclusion of the meeting the CBE was reminded that the Staff Association Negotiation Team can not and will not take anything back to the membership that is not concrete and in writing. Past history of not following through with promises has not built a trusting relationship with the CBE and that the Staff Association Negotiation Team is not interested in seeing anything that has any “Take Aways” in the proposal.</p> <p>The Negotiation Team received the CBE proposed Framework for Settlement for both the Main Body and PSS during this afternoon’s meeting. The Negotiation Team is here to present to the membership what is in this proposal.</p> <p><b>5. “Take Aways”</b> – Dorothy Hall Staff Association has shared the “Take Aways” with the membership at past meetings. The CBE Negotiation Team and the Chief Superintendent have recognized that the “Take Aways” are stripping our collective agreement. Looking at the CBE proposal for the Framework of Settlement they have</p>	

MOTION		ACTION ITEMS
	<p>addressed all of the CBE “Take Aways”.</p> <p><b>Divide and Conquer</b></p> <ul style="list-style-type: none"> <li>- CBE has dropped this proposal and has recognized our years of practice and the Main Body and PSS will remain at the same term albeit 4 years.</li> </ul> <p><b>Subrogation Rights</b></p> <ul style="list-style-type: none"> <li>- CBE has removed this from their proposal.</li> </ul> <p><b>Grievance Procedure</b></p> <ul style="list-style-type: none"> <li>- CBE wanted to remove the Superintendents from the level 2 and 3 grievance procedure and put in 20 day deadline for filing policy grievances. CBE has removed this proposal from the table.</li> </ul> <p><b>Alberta Health &amp; Wellness</b></p> <ul style="list-style-type: none"> <li>- CBE in their last proposal had Staff Association members continuing to pay our portion of the premiums. CBE has proposed that they will pay 100% of our benefits except for LTD premiums effective September 1, 2008. There are some concerns regarding this date for the modified schools. This will be going back to the table for further discussion.</li> </ul> <p><b>WCB</b></p> <ul style="list-style-type: none"> <li>- CBE wanted to change the definition of rate of pay. This has also been dropped.</li> </ul> <p><b>Temporary Start Rate</b></p> <ul style="list-style-type: none"> <li>- CBE have withdrawn their proposal and have agreed to the Staff Association request to add an additional increment for long term temporary employees who have worked 420 hours in the previous year effective March 18, 2008.</li> </ul> <p><b>Sick Day</b></p> <ul style="list-style-type: none"> <li>- CBE has agreed to the Main Body having the same language as the PSS have in their contract. A doctor’s note will be required after 5 days of being absent. CBE would like to retain the right to ask for a note after one day absence for anyone that they feel is abusing their sick time. Staff Association has requested that the CBE put their intent into writing. CBE has agreed to this request.</li> </ul> <p><b>6. Trust Me – Ann Craig</b></p> <p><b>Job Share</b></p> <ul style="list-style-type: none"> <li>- CBE has agreed to place Job Shares in our contract. CBE and Staff Association will both be responsible for the process.</li> </ul> <p><b>Drug Card</b></p> <ul style="list-style-type: none"> <li>- CBE has a positive attitude towards getting this in place. The Benefits Advisory Committee has done an all benefit review and results will be made available in June 4, 2008.</li> </ul> <p><b>Job Postings</b></p> <ul style="list-style-type: none"> <li>- On ratification all job postings will include; place, time and rate of pay and state the full nature of the job.</li> </ul> <p><b>Position Descriptions and Evaluations</b></p> <ul style="list-style-type: none"> <li>- Staff Association will again be involved in the writing of position descriptions, however no change in Collective Agreement.</li> </ul> <p><b>Evaluations</b></p> <ul style="list-style-type: none"> <li>- Work in progress will keep membership posted on progress.</li> </ul> <p><b>10 Month Pay over 12 Months</b></p> <ul style="list-style-type: none"> <li>- CBE will look at this seriously in September 2009. This process needs to go through PeopleSoft and at this time that is not feasible.</li> </ul> <p><b>Minimum Hours</b></p> <ul style="list-style-type: none"> <li>- This is not in our collective agreement. We will continue to work on this with the CBE to ensure minimum hours.</li> </ul> <p><b>7. Monetary Package - Bill Flookes &amp; Albert Herscovitch</b></p> <p>Bill Flookes indicated that on Monday, May 12, 2008 the CBE finally realized how serious the Staff Association membership is on going out on strike. The CBE has listened and came back with the Framework for Settlement. All of the “Take Aways” are off the table; if the “Trust Me” have not been dealt with they will be dealt with shortly. Looking at a ratification date by June 4, 2008 if there is no ratification at that time the Staff Association is still in a legal position to take strike action.</p>	

MOTION		ACTION ITEMS
05/15/08	<p><b>Main Body Framework:</b></p> <ul style="list-style-type: none"> <li>- 4 year contract</li> <li>- 5% retroactive to September 2007</li> <li>- \$800 signing bonus for all FTE 1.0 permanent employees, prorated for all other permanent FTE employees</li> <li>- 4.53% AAWE effective September 2008</li> <li>- next two years the AAWE increases in September of 2009 and 2010</li> <li>- Benefits – except for LTD, CBE will pay 100% of premiums and will pay this for July and August beginning September 1, 2008.</li> <li>- prorated Health Spending Account for new employees during the year. They will look at those hired before ratification.</li> <li>- 12 months employees will receive 4 weeks after 5 years and 10 month employees will receive 8% vacation pay after 5 years.</li> <li>- Staff Development fund increased to \$200,000 September 2008, September 2009 increased to \$250,000 and September 2010 increased to \$300,000</li> <li>- Chinook Continuing Education Instructors CBE has removed the red circle from their salaries.</li> <li>- Student Pages will be receiving a wage increase which is attached to Employment Standards.</li> </ul> <p><b>Albert Herscovitch – PSS Framework:</b></p> <ul style="list-style-type: none"> <li>- PSS exclusion statement has been removed</li> <li>- PSS has a 4 year proposed contract as well</li> <li>- Add 5% Market adjustment for grade 2</li> <li>- All Market adjustments are retroactive to January 1</li> <li>- \$800 signing bonus</li> <li>- Job Postings for PSS include; location, time, annual salary, 10 or 12 months and state the full nature of the job</li> <li>- Drug Card and Job Share same changes as in the Main Body</li> <li>- Staff Development increased to 50,000 September 2008, 60,000 effective September 2009 and \$70,000 for September 2010.</li> <li>- Hours of work requires clarification on what is meant by flexibility and any extension on the normal work day.</li> </ul> <p><b>8. Recommendations – Cathy Evanochko</b></p> <p>The Staff Association Board of Directors and the Negotiation Team is looking at getting the best possible agreement for the membership. The deadline for getting the Memorandum of Agreement in place is June 4, 2008. The Staff Association Board of Directors is recommending that the Staff Association does not serve strike notice on Friday, May 16, 2008 and wait until a firm recommended Memorandum of Agreement is in place so that the membership can vote whether to accept or reject that agreement. If no recommended Memorandum of Agreement is in place the Staff Association can decide to strike at that time.</p> <p>Motion by Cathy Evanochko, seconded by Bernice Giroux that the recommendation of the Staff Association Board of Directors is accepted as presented and that negotiations will continue in order to have a ratified agreement by June 4, 2008.</p> <p><b>9. Questions &amp; Answers</b></p> <p>Q. Clarification on 10 month employees receiving vacation pay on every cheque.</p> <p>A. <i>CBE was prepared to help Staff Association members to set up a different account to have some pay placed into a separate account and have all vacation pay paid biweekly. This would not have worked for some of our members as they need to have their vacation pay at the winter and summer break in order to help them through these times.</i></p> <p>Q. Originally CBE offered 4% which has been increased to 5% effective September 2007 a 4.53% effective September 2008 which is the same as the last time. Please explain the \$800.00 signing bonus. Will there be a meeting in the future after June 4, 2008 so the membership can decide if this is what they want to accept.</p> <p>A. <i>We will have a meeting prior to June 4, 2008 because the membership must have a vote on ratification prior to the June 3, 2008 when the Board of Trusts would vote on any ratification. Each permanent full time employee will receive</i></p>	Carried

MOTION		ACTION ITEMS
	<p><i>the \$800 signing bonus once we have ratified the agreement. If you are less than full time you will receive a prorated portion of the \$800. Full time is 1.0 FTE for either 10 or 12 months.</i></p> <p>Q. What is happening with the subrogation rights?  A. <i>This clause has been removed they do not have the right to sue in our name.</i></p> <p>Q. 50% of the “Trust Me” are still on the table. I see no growth or respect from the CBE. I do not want to go on job action I voted to go on strike. I have had enough. Are we going to wait another two weeks hoping the Board will come back with something agreeable or do I trust the Board that they are truly going to make changes.  A. <i>The Negotiation Team or the Board of Directors do not disagree with you on our relationship and the problems we have had with the CBE. It took the strike vote for the CBE to get the realization that this is going to happen and to present us the Framework in the last few days. The “Take Aways” have been taken off the table. All of the retention items the CBE wanted have been removed from the table; they are actually addressing things seriously. This is part of the respect we have been asking for. The Negotiation Team has also been struggling with the “Trust Me” items however we feel we have enough to continue with the negotiation process at this time. We are not waiting until June 4, 2008 that is the end date for all ratifications to be in place and the strike vote is still valid. Once we receive a proposal for our membership to vote on we will be holding another meeting prior to June 3, 2008 to have our membership make the final decision. CBE has signed the Framework and the Staff Association has not signed.</i></p> <p>Q. “Trust Me” items have been on the table for over 20 years. Glad to see the “Take Aways” have been removed. I am glad to see some progress.  Q. Is the CBE just trying to drag this process out so that we are on strike over the summer months?  A. <i>There is a deadline which is in writing and signed. The mediator is also aware of this deadline and the promises from the CBE and has some influence still in the process.</i></p> <p>Q. Lunchroom Supervisors only go to step 7 in their salary grid, is there anything in the works to add an addition step to their grid? If we sign for 4 years can something be done?  A. <i>Nothing in the proposal except “grid shift” for everyone. 2003 saw the additional step for the “C” position.</i></p> <p>Q. The Board has made a complete turn about in the last few days. Are they trying to drag this out over the summer? I was coming here tonight to go on strike. Did the teachers not get \$1,500 signing bonus?  A. <i>The teachers did get \$1,500 signing bonus but in wage comparison between the teachers and support staff the \$800 would be comparable. With regards to the CBE dragging it out we have the 120 day window to call a strike. We only need to give notice of 72 hours once. After that we could pretty much decide if and when we would be going to work or not. The misconception around strike is that once you give notice you would be out everyday and for the duration of the strike. That’s not necessarily how it would work. The Strike Committee has been looking at a lot of different strategies if we give the 72 hours notice.</i></p> <p>Q. Would Support Staff members be given a choice between being paid over 10 month or 12 months?  A. <i>We have been requesting that employees be given a choice.</i></p> <p>Q. There is a group of people here this evening who do not trust the CBE. Has the CBE gotten our message loud and clear that we do not trust them and we are prepared to go on strike.  A. <i>Yes they have heard you loud and clear. The strike vote gave them that message which is why they have come back to us with this proposal. They have removed all of their “Take Aways” and started seriously looking at the “Trust Me” items.</i></p> <p>Q. Is the 5% increase retroactive to September 2007?  A. <i>Yes it is retroactive to September 1, 2007.</i></p> <p>Meeting adjourned at 8:35 pm</p>	