

CBE Staff Association
 General Information & Election Meeting
 March 17, 2009

DIRECTORS IN ATTENDANCE: Cathy Evanochko, Dorothy Hall, Albert Herscovitch, Lindy Lemay, Jean Minifie, Almas Rajwani-Rawji, Wanda Stevenson and Sherry Vaskovics

DIRECTORS ABSENT: Bill Flookes, Manager

MOTION		ACTION ITEMS
	<p>1. CALL TO ORDER The meeting was called to order at 7:05 p.m. The meeting was adjourned for 15 minutes as there was not a quorum present. The meeting reconvened at 7:20 p.m.</p> <p>2. GREETINGS & INTRODUCTIONS - Jean Minifie Introduction of Head Table and KIT Team.</p> <p>3. ADDITIONS TO THE AGENDA No additions, however, the order was changed between #5 and #6 -- the report portion of the evening will be first and then the Election of Directors will follow.</p> <p>4. FINANCIAL UPDATE - Dorothy Hall</p> <p>Dorothy Hall mentioned that she had concerns going into SA's Board of Directors Meeting this afternoon with respect to our dues, however, we are at almost 71 percent of our projected income for dues, which means we will meet our projected income for the year.</p> <p>We had budgeted \$70,000 for Convention and we had expenses of \$71,043.18, however, Convention brought in \$13,000.00. Dorothy thanked the Convention Committee for all of their hard work.</p> <p>Funding PSS \$42,000.00 Bank Balances as of March 17, 2009 Chequing \$289,312.87 Savings \$90,214.69 GIC's \$296,342.51 Investors Group \$122,298.48 (as of December 31, 2008)</p> <p>Overall, we are sitting pretty good. We were concerned about how much we had spent during the strike, but things are looking good for this year.</p> <p>5. REPORTS: a. Chair Report – Jean Minifie TSSI - TELUS - We went through a very trying time with TSSI-TELUS to get our 5 percent retro monies, signing bonus and 4.54% increase for the beginning of September 2009, but we made it through all the issues, some taking longer to work through than others, but at the office we have not heard anything since December 2008. There is a rumour (which comes from a good source in management), that the AAWE (Alberta Average Weekly Earnings) is at 4.82%.</p>	

Chair Report Continued

Benefits - The Drug Card is on target and ready to go April 1st, 2009. There will be communication to the members on March 18th or 19th through both CBE's HRe-bulletin and Staff Association's Web Site! During the week of March 23rd, the Drug Card will be delivered to your mailing address on March 30th, planned details will go out on e-mail. Be sure and check that your personal information on the card is correct. If you have family benefits, two cards will be issued, and if you're single, then only one card will be issued. If anyone is on any kind of a leave, the card will be held for you until you return by SunLife. If you have any questions regarding the plan, cards etc. then contact SunLife directly. All 10 month employees will have the Board's share of benefits paid for over the months of July and August by the Board.

Job Share - We now have the language in our Collective Agreement Article 5, Clause 5.6.1. We have a few members who are job sharing and things are working out very well. If you are thinking of job sharing, then a job sharing application must be received prior to March 31st, each year.

Salary Administration - 10 months pay over 12 months is a huge issue with our members. This issue was referred to the Task Force to be worked on and it has been -- please don't think that it has been forgotten! The CBE has stated that it would cost at least \$1 million to be implemented. Both Joel Benjamin and our Manger, Bill Flookes, have been working very diligently to make this work. We have a very positive outlook concerning this issue.

Vacation - Our members who work 12 months of the year now receive 15 working days after 1 year, after 5 years 20 working days, after 16 years 25 days, and after 25 years they receive 30 working days. Our members who work 10 months of the year now receive vacation pay on each cheque which is pensionable! Up to the 5 years of service, you should receive 6 percent, after 5 years 8 percent, after 16 years 10 percent, and after 25 years 12 percent.

PIF's - We have gone through our first applications for Professional Improvement Funding (clause 18.6). We had six applications and four were approved. If you wish to apply for a PIF, applications must be submitted to the Superintendent of Corporate Services, Don Dart, by December 31st, of each year for activities commencing on September 1st or after September 1st of the following year.

Operating Steering Committee - Bill and I made a presentation to the Operating Steering Committee to be brought forward as recommendations to the RAM Committee. We made three recommendations that we felt were very important to our members which were: continuation of the Task Force -- this would include the cost of releasing Staff Association members to attend and be part of the Action Committee's as required! We echoed Dr. Croskery in suggesting an appropriate budget line be incorporated into the 2009-10 budget; secondly, we suggested that all 10 month staff have the same lay-off and re-call procedures applied to them as the Education Assistants have had the last two years; and thirdly, we suggested that CBE create two positions so both filter data before it gets to TSSI and also train CBE staff that input data to TSSI. Timesheets, status changes and hiring are examples. We also told them the alternative to the above suggestion is that the CBE recognize that the partnership with TELUS is a huge mistake and that the CBE will begin the process of disengagement.

Chair Report Continued

LAPP - LAPP Group Pension Retirement Sessions will be held at the Highfield Building (3610 - 9th Street SE) on March 31st, and April 1st, 2009. LAPP members only need to attend one session. Each session is two hours long and you **must** register before March 20th, 2009, so that the LAPP can calculate your pension estimate and provide it to you at your session. This information was in the HRe-bulletin on March 13th, 2009 and you can e-mail cbe.clientservicescentre@telus.com to register.

WorldSkills - Support staff will return to work on August 27th, as this is the first day of school for students. The support staff will be paid for the days they work - August 27th, 28th and 31st, and they will not be paid for the days they get off during the year. The days to make-up for coming in early in August are October 31st, January 4th and April 6th. These are extra days added to the time off at Thanksgiving, Winter and Spring Breaks. The PD/Organization Days have nothing to do with starting early, they are the regular days always allocated in the calendar.

Professional Support Staff Information - For our Professional Support Staff, the wages were worked out, Area and Lead Allowances were worked out, and the rate of pay for Provisional Psychologist's was settled. The Drug Card is the same as the Main Body, and on target for April 1st.

b. Manager's Report - Bill Flookes

There will be no report, as Bill has been called away to Montreal on a family emergency.

c. Task Force - Albert Herscovitch

The Task Force representatives are Cathy Evanochko, Jenica Copithorne and Hilary Smith. I would like to thank those SA members on the SA Task Force Advisory Committee for their involvement and those members who have given their time to be on the Task Specific teams in order to action the recommendations. Most of all, I would like to thank you, the membership. It is your efforts through negotiations and the strike that the Task Force and any positive results that come out of it, have been made possible. You clearly sent the message to the CBE that they had not adequately addressed the issues and that the relationship with Staff Association needed to be fixed. The Task Force Meeting Notes as well as the Recommendations are available on both the CBE and SA Websites, so I am not going to talk about them. I want instead to talk about where we are at and how we got there. The Task Force recommendations have been accepted by Brendan Croskery, our former Chief Superintendent, prior to his retirement in January and, subsequently, by the Superintendent's Team. They have also been presented to the Board of Trustees and their response has also been very positive. The Task Force members, both CBE and the SA representatives, have spent many days working together to address the issues and the relationship between the Staff Association and the CBE. We have worked very well together, acknowledging, but putting aside the past and focusing on how these issues can be addressed for the future. We created our own Working Relationship Commitment document and lived by it. We hope that this will be a model for how the Staff Association and CBE work together in the future. We are currently in the process of presenting the recommendations to various groups throughout the system, including the Staff Association Task Force Advisory Committee. The Task Force that was created to address the relationship that

Task Force Report Continued

was termed by Brendan Croskery as "dysfunctional" has now extended well beyond Staff Association. The CBE has recognized that this "dysfunctional" relationship exists not only with Staff Association, but throughout the organization and with all employee groups.

- The Task Force recommendations are now a part of the 3 Year Education Plan for the CBE.
- All leaders within the system will be trained in the model for problem solving that was used to address issues by the Task Force and it is being recommended that future Principals will have to be trained in and hold a certificate in this approach.
- The Working Relationship Commitment document will be re-written and hopefully, in its new form, will be more than just a piece of paper on the wall.
- The outstanding bargaining issues are in the hands of the Task Specific teams that have already started meetings to address those issues. The resolutions will then be brought back to the Task Force. Several of these issues will be addressed within the next few weeks as resolutions need to be communicated to Principals in time for them to complete their budgets following the RAM rollout. Those include adherence to PD's for lunchroom and playground supervision and the parameters and a process for changing Support Staff hours of work once the year has started. Bill Flookes and Joel Benjamin, Manager of Total Compensation are working on the 10 month pay over 12 month issue. Unfortunately, there has had to be a delay in this as Joel's wife just had a baby and, subsequently, Bill had to go back to Montreal because of a family emergency.
- The other two outstanding bargaining issues are also being addressed and will have resolutions by the end of this school year.

As Task Force Members, we believe that this Task Force has the potential to have a very significant impact on the relationship with Staff Association and to address many of the issues that led to last year's strike. The Chair of the Task Force, Naomi Johnson, is very much committed to seeing that this is done and as Acting Deputy Chief Superintendent, is now in a position to be more forceful in achieving this. Once again, on behalf of your representatives on the Task Force, I want to thank you, the membership, for standing up and through your commitment and tenacity for providing us with the opportunity to address some very important issues that will have an impact for years to come.

d. KIT Team Report - Hilary Smith

We have only 5 schools and 2 departments that are currently without KIT Liaisons. This is such a fantastic change from when we started out just over 5 years ago. And I can honestly say that our KIT Liaisons have played an extremely important and vital role in improving the communication between and within the CBE and the SA. Now as you know, a KIT Liaison is accessed through his/her e-mail address. If the person moved locations, the e-mails, messages, reminders etc. follow that person to their new spot - BUT - I have no way of knowing where that person has moved to!! If you are a KIT Liaison, please e-mail me (hpsmith@cbe.ab.ca) and let me know of your new location. If you are a Staff Association member and don't think your school or worksite has a KIT Liaison, please e-mail me and I can double check to see who is filling this important role at your location. According to my list - and not knowing if some of my KIT

KIT Team Report Continued

Liaisons have "relocated" - the following schools are currently without KIT Liaison representation: Cappy Smart, Chinook Park, Edgemont, H.W. Riley & Hillhurst. I also don't seem to have anyone in place for Payroll or Safety Services/Risk Management. If you can assist me in bringing our KIT Liaison list up-to-date, I'd really appreciate it - and it will definitely play a vital part in our continuing to "get the word out!"

6. ELECTION OF DIRECTORS:

Directors running for re-election March 2009: Dorothy Hall, Jean Minifie, Lindy Lemay and Almas Rajwani-Rawji

New nominees running for election: Linda Chipping, Jenica Copithorne, Maxwell Girvan, Daniel McLaughlin and Lois Robb

Call for nominations from the floor. (No nominations from floor)

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Cathy Evanochko announced that the nominations cease as there were no nominations from the floor.

7. QUESTIONS & ANSWERS

Is it true that we have a 10 year contract with TELUS?

Yes, and there's not that much we can do about it. It would cost too much money for either party to get out of the contract. The CHRA is still experiencing many problems as well.

Are we able to break the contract as TELUS is not upholding their end of the contract?

That's between CBE and TELUS – Staff Association has filed many grievances and we're working through them the best that we can. TELUS has the opinion that we are to conform to TELUS and PeopleSoft - they will not conform to us.

Are there guidelines set-up by TELUS that they are to meet?

Yes.

If there are so many grievances being submitted, why are there still so many issues?

TELUS is telling the public that their percentage is 1 percent overall for mistakes. Unfortunately, this is an issue between the Management of CBE and the Management of TELUS. All we can do is get on their butts when we hear of errors.

It's funny they've never made an error on sick days!

You've got that right!

What were the results of the survey -- were they posted anywhere?

The results have been posted on the HRe-bulletin. Jean advised that she would ask CBE to post the survey results again.

Action

	<p>QUESTIONS & ANSWERS CONTINUED</p> <p><i>The software is only as good as the people that run it. We can't always blame the software.</i></p> <p>Correct, 46 of our members were transferred over to TSSI and we now have 17 that are still there. They have hired people with no experience to do the data entry.</p> <p><i>What's happening with the monies that are being taken off our cheques right now?</i></p> <p>When you got your signing bonus and retro paid vacation pay, there was no LAPP taken off, and now they are collecting a certain amount off of your cheques from now 'til the end of June.</p> <p>It was brought to Jean's attention that the LAPP amounts specified have not been taken off of members cheques as of yet. Jean advised that she would check into that.</p> <p>A member also stated that they had received a call late in the evening wherein she was advised by TSSI that her amounts owing would be taken off of her next two pay cheques. Jean will check into that as well and post a note on the SA Website.</p> <p><i>Jean, what was it about CUPE 180 in your speech and our members being transferred to CUPE?</i></p> <p>Sorry about that, not all our members are being transferred over to CUPE, we had a group of members that were transferred over to TSSI, as part of the negotiations that Bill and I were involved with between CUPE and TSSI – only those transferred members of SA have been amalgamated and are now with CUPE.</p> <p>8. INTRODUCTION OF ELECTED DIRECTORS</p> <p>Welcome to the returning Directors and the newly elected Directors:</p> <table data-bbox="500 1163 906 1255"> <tr> <td>Jenica Copithorne</td> <td>Max Girvan</td> </tr> <tr> <td>Dorothy Hall</td> <td>Lindy Lemay</td> </tr> <tr> <td>Jean Minifie</td> <td>Lois Robb</td> </tr> </table> <p>A motion was made by Jan McLaughlin to destroy the ballots, seconded by Shelly Walper.</p> <p>9. ADJOURNMENT</p> <p>The meeting was adjourned at 8:38 p.m.</p>	Jenica Copithorne	Max Girvan	Dorothy Hall	Lindy Lemay	Jean Minifie	Lois Robb	<p>Action</p> <p>Action</p> <p>Carried</p>
Jenica Copithorne	Max Girvan							
Dorothy Hall	Lindy Lemay							
Jean Minifie	Lois Robb							