

**December 2017- No 2**

[www.staffassociation.ca](http://www.staffassociation.ca)

## **Message from the Chair...**

It has been awhile since our last FYI (for some reason this year is quite busy!)



### **SA Board of Directors**

There are a couple of changes on our Board. April Byers and Leah Arkley have both stepped down as Directors. As we all know, life can be busy with work and family and sometimes you can't do everything you would like to do. We would like to thank both April and Leah for their contributions to our Board and, ultimately to you, the members. All the best to them in their future endeavours.

Jackie Galambos and Donna Porter have both stepped up to take on the role of Director. Jackie has previous experience with our Board and Donna is an enthusiastic new participant. Welcome ladies!

### **AGM News**

Thank you to those members who made it out to our AGM on November 22<sup>nd</sup>. Member participation is always welcome!! We had some great discussion at the end of the meeting during our question period which always provides valuable information for us to think about and apply to our daily work.

## **Chief Superintendent Retirement**

## **Deputy Chief Superintendent Retirement**

As you have heard, David Stevenson, Chief Superintendent, announced his retirement, and very recently, Susan Church, Deputy Chief Superintendent, also announced her retirement. On behalf of Staff Association, we would like to sincerely thank David and Susan for their time and advocacy on behalf of SA members. We have a monthly meeting with them, they listen to concerns and issues that we bring forward on your behalf, and it is always an hour well spent.

## **LAPP Contribution Announcement**

Good news item!!

**LAPP Contribution Decrease** - LAPP Board reduces member and employer contribution rates.

Through prudent planning and effective risk management, the LAPP Board of Trustees has significantly improved the funded position of the Plan over the past few years to where it can now make a reduction in the contribution rates paid by employers and employees of the Local Authorities Pension Plan.

The Board voted unanimously at a recent Board Meeting to reduce contribution rates by 1% for employees and 1% for employers, effective January 1, 2018. This is the first contribution rate reduction in 20 years.

For a LAPP member earning \$60,000 a year, this will mean a \$600 reduction in contributions in 2018, before taxes.

## LAPP Contribution Decrease Continued

The Board conducts an actuarial valuation once every year to ensure the Plan is adequately funded to meet its pension obligations and that it has made adequate funding provision for future risks that might impact the Plan. This year the Board was able to reduce rates as well as strengthen benefit security by improving its capacity for dealing with future risks, like market volatility or a sudden downturn in the economy.

In 2018, the Board will be conducting a review of its long-term funding strategy in addition to doing another actuarial valuation. After that work is done, the Board will have a better sense of where contribution rates will be in the future as well as the ongoing funded-status of the Plan. It is the Board's ultimate goal to reduce contributions further and this review will help provide information on how soon that can happen.

More information on contribution rates can be found on the LAPP website at <https://www.lapp.ca/page/contributions>

*Alberta Pensions Services Corporation* guiding the pension experience ([www.apsc.ca](http://www.apsc.ca))

## Employee Engagement Survey

CBE has started rolling out the survey results. The Superintendents team has taken on the task of reading through the almost 8,000 comments that were received. That's a huge undertaking, but well worth it. It will provide them a clear picture of what matters to employees.

## Negotiations

To date, we have had five meetings with the CBE team. Housekeeping and a few of the less contentious items have been signed off. Our first meeting for the new year is on January 8<sup>th</sup>.

### CBE Team:

Mark Friesen, Sr. Labour Relations Advisor  
Brant Parker, Area 1 Director  
Debra Davison-Morgan, Supervisor, Learning  
Carmel Delaney, HR Advisor  
Mark MacDonald, Senior HR Advisor

### Staff Association Team:

Lois Robb, Chairperson  
Mark Johnson, SA Manager  
Albert Herscovitch, SA Manager  
Jen Copithorne, Vice-Chairperson  
Nancy Huizinga, Treasurer  
Julia Kim, SA Director

## Things to Know

### Employee Contact Centre (ECC)

Need Help? Have Questions? Call CBE's Employee Contact Centre: **t | 403-817-7333** [ecc@cbe.ab.ca](mailto:ecc@cbe.ab.ca). The Employee Contact Centre (ECC), CBE Human Resources, can assist you with questions regarding your salary, payroll, group benefits, pension, leaves, vacation pay, salary verification letters, records of employment, T4's, retirement planning, resignation/retirement processing and any other general inquiry you may have including self-service in PeopleSoft.



## Things to Know Continued

### Employee and Family Assistance Program

Help to manage work and personal life – at no cost – 24/7

Homewood Health: 1.800.663.1142

TTY: 1.888.384.1152

[www.homeweb.ca](http://www.homeweb.ca)

For more information please visit CBE's website ([www.cbe.ab.ca](http://www.cbe.ab.ca)): [staff insite](#) → [manage your career](#)  
→ [compensation & benefits](#) → [Employee & Family Assistance Program](#)

## Reminder

Professional Improvement Fellowship Leave Applications (PIF) are due December 30<sup>th</sup>!

## SA Winter Break Hours

The SA office will be closed from December 22, 2017 to January 7, 2018 (inclusive), and will re-open on Monday, January 8, 2018.

Staff Association Office Staff		
Lois Robb, Chairperson	403.242.7555 ext. 1	<a href="mailto:lmrobb@staffassociation.ca">lmrobb@staffassociation.ca</a>
Albert Herscovitch, Manager	403.242.7555 ext. 4	<a href="mailto:aherscovitch@staffassociation.ca">aherscovitch@staffassociation.ca</a>
Mark Johnson, Manager	403.242.7555 ext. 2	<a href="mailto:mrjohnson@staffassociation.ca">mrjohnson@staffassociation.ca</a>
Dawn Scott, Administrative Secretary	403.242.7555 ext. 0	<a href="mailto:dawn@staffassociation.ca">dawn@staffassociation.ca</a>
Sue Wenaas, Staff Development Fund Administrator & Convention Coordinator	403.242.7555 ext. 3	<a href="mailto:sue@staffassociation.ca">sue@staffassociation.ca</a>

*On behalf of the Staff Association  
Board of Directors and Office Staff  
Have a Wonderful Holiday Season*



*All the best for 2018*