

Upcoming Meeting

Please mark your calendar and join Staff Association at our upcoming meeting:

Spring Information Meeting

Wednesday, April 25, 2018

The Glenmore Inn & Convention Centre

2720 Glenmore Trail SE

7:00pm (Glenmore West/Heritage Room)



The information package will be sent out at the beginning of April and we hope to see you there!!

Message from the Chair...

It is hard to believe we are at the time of year that budget starts to come into many conversations we have with CBE Administration. We have all heard about the impending \$35 million deficit for 2018-2019. However, some reductions are occurring now. 140 of our fellow CUPE members were recently impacted with a reduction in hours and they had to reapply for positions. Exempt positions are also being eliminated. In the past week we are aware of two that are gone.

Although CBE receives funding for growth it appears there is still not enough funding to continue to support what is needed. This means further reductions across the system. When it comes to schools, principals are to make decisions that best support students. Looking for efficiencies – that's the terminology used for departments.

Spring and Fall 2017 RAM impacted our group in a major way. We had over 200 members identified for transfer. To date, we still have approximately 54 members without positions and some of our members who were in highly specialized positions have no opportunity for placement. Saying that, some of those members are choosing to change employer, retire etc. The uncertainty of not knowing how many hours you may have, or if your position will still be in existence is wearing on people, many who are impacted year after year. Reality is most cannot live on reduced hours of work. We are likely to see the cycle continue when the 2018 Spring RAM comes about. What impacts might we see in schools and departments across the CBE – we will have to wait and see.

We have received information from members who have already been told their positions or hours may be on the line. If you are the recipient of that news please let us know here at the SA Office via email or call.

On behalf of the SA Board of Directors and Office Staff,

Lois Robb

Article 10 - Staff Association Convention

Clause 10.1

Continuous and term-specific employees will be allowed two (2) days, with pay, to attend the annual Staff Association Convention unless operational/work requirements prevent the absence from work of an employee for both days, in which case the employee will be allowed at least one (1) day, with pay, to attend. Employees not required to work either of the days of the Staff Association Convention shall not be entitled to receive additional compensation for time spent at the Staff Association Convention.

Please remember Convention days are paid work days for most of you. You **must** make alternate arrangements through your principal or supervisor if you are not attending Convention.

Work Outside of Your Position Description

We continue to hear that many of you are being asked to do work outside of your positions descriptions. Read your position description carefully - whatever you are asked to do has to be related to it. You should not be deployed at will by a principal, supervisor, or designate, to do things like moving furniture, cleaning staff rooms and kitchens, doing outside supervision, lunch supervision, cleaning storage rooms, mopping foyers, vacuuming learning commons, doing office related work, working with coded students, etc. unless the tasks are included in your position description. Doing work outside your position description, in many situations, provides the ability to cut hours and positions. Doing these things also does not guarantee that your position or hours are not on the chopping block. We need to respect the work of our Staff Association, CUPE, ATA, and Trades co-workers.

Reporting Sick Time

While you are off sick you are not to be called or emailed to put your sick time into PeopleSoft. When you know you are returning to work you can do it at that time. If you have an absence over 5 days, a medical note is required. That note is to be sent to the Employee Health Resource Centre (EHRC) – not to your school or department. If your sick leave is further extended, continue to send your doctor notes to EHRC. Your Health Advisor will keep the school or department informed of your potential return date. In that situation the Health Advisor inputs your absence. You are not required do that. Your responsibility is to work on getting well. Your medical information is confidential. You do not have to disclose any personal information to anyone at your worksite. If you are experiencing issues around any of this be sure to contact us for support.

LAPP (Pension Plan) – Alberta Pension Promise

[Our government must live up to the promise they made to protect the pensions of 300,000 public-sector workers. Tell Premier Notley and Minister Ceci to live up to their promise. Tell them it's time for joint governance, now!](#)

Alberta is the only province where public sector pensions aren't jointly governed by the people who pay for the plan – workers and employers. Alberta's Finance Minister is the sole trustee of the Local Authorities Pension Plan (LAPP) and the Public Services Pension Plan (PSPP), even though all other Canadian provinces use a jointly trustee governance structure. The joint worker-employer trustee governance model is best practice, and it's also common sense – the people who pay for the plan should be in charge of it.

Only three years ago, the PC government of the day tried to transform public pensions from defined benefit plans into a so-called “targeted benefit” plan, which would have put the retirement security of thousands of Albertans at risk. These changes were proposed without the approval of workers or employers, because under current legislation, workers and employers aren't guaranteed a say. This would never have been possible in a joint governance model.

Pensions are the cornerstone of retirement security for more than 300,000 Albertans in LAPP and PSPP. Workers and employers deserve to decide how things are run, with changes negotiated and agreed to by both sides, not imposed by government.

Tell Premier Notley and Minister Ceci that workers and employers deserve to control their public pensions.

Go to the Alberta Federation of Labour website (www.afl.org) and click on *Alberta Pension Promise* to send your message.

Negotiation Update

We have resumed weekly meetings with the CBE representatives following the winter break but progress seems slow. This stems from various practicalities but primarily from the combination of CBE often needing to consult back with several internal departments and our reluctance to abandon the (members') need to secure improvements in job security and working conditions when the economic environment is challenging for monetary gains. It seems likely we will end up in mediation, so we are trying to reduce the number of unresolved issues as much as possible beforehand. Mediation may or may not help finalize an agreement but is also a requirement to keep open all options for members to consider, including any job action.

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<i>If you wish to visit the SA office, please e-mail or phone ahead to book an appointment to ensure that someone is available to assist you.</i>		