

January 2019- No 5

www.staffassociation.ca

Upcoming Meeting

Spring Information & Election Meeting

Wednesday, April 24, 2019

The Glenmore Inn & Convention Centre

2720 Glenmore Trail SE

7:00pm (Glenmore West/Heritage Room)



The information package will be sent out by April 3rd, and we hope to see you there. As this is an election year, please consider letting your name stand for a Director position.

Message from the Vice-Chair...

Happy New Year! Here we are already in the last week of January...how quickly the time is passing. It is our hope that everyone enjoyed spending some quality time with family and friends over the winter break and that you were able to take a few moments, and hopefully more, just for "you" to give yourself a break and re-energize!

Convention is quickly approaching, and as it is the major event that Staff Association puts on for our members yearly, I am very pleased to inform you that our new Chief Superintendent, Christopher Usih, has accepted our invitation to attend our 2019 Support Staff Convention on Friday, February 15th, from 7:30 to 9:30am at Lord Beaverbrook High School.

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

Jen Copithorne

Vice-Chairperson

Remembrance Day

As per the communication that was sent to all Staff Association members, and the Staff Association message in the November FYI, all support staff are to report to their work place on February 1 and the Principal/Supervisor will assign them work. That work, however, must be one of the duties outlined in the applicable position description. If support staff wish, they can also negotiate with their Principal/Supervisor to take February 1 as a day off from work and make-up the hours at a mutually agreeable time or choose to take that day as either a Personal Day, as a leave of absence without pay or in the case of 12-month employees as a vacation day. Under no conditions, can a Principal/Supervisor dictate that a support staff or a group of support staff must take that day as a lieu day or not come to work but make-up that time at a later date.

Negotiation Update

Negotiations for successor agreements for MAIN and PSS have been stalled for several months now. We have resolved 20-30 proposals for each agreement, but many, particularly monetary, remain unresolved.

Negotiation Update Continued

In a final effort to prompt agreements prior to filing for mediation, we proposed two Terms of Settlement options (dealing with all outstanding issues) to CBE in July. CBE was unable to respond over the summer given the absence of personnel, and at the beginning of the new school year, the Labour Relations Advisor, who was their lead spokesperson, left the CBE. We were assured they were still considering and costing out the proposed Terms of Settlement(s) when, in early December, the HR Director doing the assuring and the HR Superintendent both exited employment with the CBE. Mediation through Alberta Labour is next as we strive to finalize agreements in advance of the anticipated provincial election.

Statutory requirements stemming from changes to the Employment Standards Code have had to be implemented (minimum wage impacting 10 hrs. per week positions; breaks; parental and other leaves) while we continue to work to finalize any related collective agreement items.

Article 10 – Attending SA's Convention

Article 10 - Staff Association Convention

10.1 Continuous and term-specific employees will be allowed at least 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 note: Continuous employees - if you are not at work you are expected to attend Convention. If you are not at Convention, you need to have made alternate arrangements with your immediate supervisor as you are paid for the two days during Convention.

Staff Association Office Staff	
Lois Robb, Chairperson	On Medical Leave
Albert Herscovitch, Manager	403.242.7555 ext. 4 aherscovitch@staffassociation.ca
Mark Johnson, Manager	403.242.7555 ext. 2 mrjohnson@staffassociation.ca
Dawn Scott, Administrative Secretary	403.242.7555 ext. 0 dawn@staffassociation.ca
Sue Wenaas, Staff Development Fund Administrator & Convention Coordinator	403.242.7555 ext. 3 sue@staffassociation.ca
<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>	