

## **March/April 2018 - No 5**

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

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

Every spring RAM comes and I think I'll see decisions that make sense, that honour employees from all groups and, somehow, every year, I am disappointed. We are faced with a \$35 million deficit, funding gap, whatever you want to call it. What I know is that it results in loss of hours, loss of positions; no, let me correct that, we see that support staff jobs are not taken seriously and valued for what they contribute. It seems that decisions can be made to use other employees without the necessary skillsets to 'make-up' the gap in the time you are not there because your hours have been cut or your position eliminated.

This year service units will face cuts from 3 -10%. I can't get my head around how this system is going to function at a level that provides any kind of service. What will the impact on employees in these areas be? I wish I had a crystal ball with all the answers for you, but right now I don't have a clear picture of what we are facing.

Please call, email, or book a meeting with Mark, Albert, or me if you are impacted by these cuts. We have provided information below around the process for position and hour changes.

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

*Lois Robb*

### **Spring Staffing – Position and Hours Changes**

We are fast approaching the time when schools and service units will be looking at budgets and making staffing decisions for next year. Schools should receive their initial RAM (Resource Allocation Method – which provides details on funds available to the school next year) in mid-April, with initial staffing decisions expected to be made shortly thereafter.

It is important for you to know that, when support staff reductions are necessary in a school or service unit workplace, there are parameters with respect to who is identified to move and how that occurs. Please refer to the "Letter of Understanding Article 7: Layoff and Recall – Trial Provisions" (page 76) in the MAIN Body Collective Agreement. The collective agreements are on our web site: [www.staffassociation.ca](http://www.staffassociation.ca).

There are also parameters in the collective agreement around changing weekly hours of work, which is often part of staffing determinations as well. Those provisions are in Article 11.6 (page 19) of the MAIN Body Collective Agreement. Please note that if you are offered a reduction in hours you must be given a minimum of 48 hours to decide.

We strongly suggest that, if you are identified to lose your current position or are offered a reduction in hours for next year, that you contact Lois, Mark or Albert at our office. The decision to accept or decline a reduction in hours will depend on many individual considerations, but we want to ensure you fully understand the basic ramifications before making it. We also want to ensure that the Principal/Supervisor decisions to reduce staff or staff hours comply with the collective agreement.

#### **Spring Information Meeting**

Wednesday, April 25, 2018

Glenmore Inn & Convention Centre

2720 Glenmore Trail SE

7:00pm (Glenmore West/Heritage Room)

## Schools Impacted by Reduced Enrollment

If your school is one likely to see a significant reduction in staff/hours as a result of reduced enrollment from students moving to one of the new schools, we would be happy to meet with all support staff to review and discuss all of this prior to spring staffing. If this is of interest, please contact us as soon as possible to arrange.

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