

## **November 2018- No 3**

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

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

I wanted to let you know that due to my doctor placing me on a modified schedule, working mornings only at this time, I am unable to attend the 50<sup>th</sup> Anniversary Celebration and the AGM tomorrow evening.

The events of the evening will be led by Jen Copithorne, Vice Chairperson, along with the rest of the Staff Association Board of Directors. For those confirmed members attending the 50<sup>th</sup> Anniversary Celebration beginning at 5:30pm tomorrow, a selection of hot and cold hors d'oeuvres will be served.

**Annual General Meeting**  
Wednesday, November 14, 2018  
The Glenmore Inn & Convention Centre  
2720 Glenmore Trail SE  
7:00pm (Glenmore West/Heritage Room)

#### **Thank You Chief Superintendent David Stevenson**

On behalf of Staff Association, I would like to sincerely thank current Chief Superintendent, David Stevenson, for his time and commitment to working with us. In our monthly meetings with Chief Stevenson, we discussed current issues and challenges facing support staff. Of note, David committed to the Employee Engagement Survey, saying he would follow through on the results, and there has been some real progress around listening to the voices of employees and continuing this important work.

Best wishes on your retirement and future endeavors, and once again, thank you.

#### **New Chief Superintendent**

On November 8<sup>th</sup>, the Board of Trustees announced our new Chief Superintendent of Schools for the Calgary Board of Education effective December 17, 2018. I would like to welcome new Chief Superintendent, Christopher Usih, on behalf of the Staff Association. We look forward to working with Chief Usih once he is settled in to his new role.

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

*Lois Robb*

### **Remembrance Day**

While support staff have always been provided Remembrance Day as a holiday, or provided a day in lieu, this has not been the case for teachers. Given the late realization that as a result of changes to the Alberta Employment Standards Act, teachers must now be provided a lieu day for Remembrance Day. The ATA and the CBE agreed to February 1, that was scheduled as a non-instructional day, as that lieu day. The Staff Association was approached about changing the lieu day from the agreed upon December 28 to February 1 but this proposal was turned down by us. The reason for doing so is that currently, support staff are paid for December 28 and will also be paid for February 1 by working that day even though teachers and students are not in attendance. Had we agreed to February 1 as the lieu day, February 1 would be a paid holiday for 10-month staff but they would not be paid for December 28, reducing their pay by one day. For 12-month staff, pay would not be affected by exchanging one lieu day for another, but the result would be one more day of work during the Winter Break, a time when most 12-month staff want to be with their families.

## Remembrance Day Continued

As per the communication that was sent to all Staff Association members, 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 time at a mutually agreeable time or choose 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.

## CBE General Information

### Employee Contact Centre (ECC)

**Need Help? Have Questions?** Call or E-mail CBE's Employee Contact Centre: **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.

### 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)

Homewood Health offers **counselling, coaching, resources**, information, and support for all types of issues relating to mental health, health management and achieving greater personal and workplace wellbeing. **The Homewood Health Employee and Family Assistance Program (EFAP) is a confidential, no cost service, available to employees and their dependents to help manage work and personal life.**

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**

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<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>		