

October 2018- No 2

www.staffassociation.ca

Message from the Chair...

We hope to see you at our 50th Celebration and AGM on Wednesday, November 14th at the Glenmore Inn and Convention Centre. Our AGM is where we present our audit report and proposed budget for the current year.

There is a change on our Executive as Nancy Huizinga has recently retired from her continuous position and, as such, is unable to continue in the Treasurer position. Jackie Galambos, one of our current directors, has moved into the role on an interim basis until our elections in Spring 2019.

Thank you to Nancy for her work in this position for the past three years. We wish her all the best for her retirement.

Things are humming away here at the SA office with member calls, meetings, committee work and planning for our 2019 Support Staff Convention.

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

Lois Robb

Fall RAM (Resource Allocation Method)

Although student numbers were up overall for the CBE this year, we are hearing that some schools are down in numbers as of the September 30th count.

We know this causes anxious moments for those whose hours/positions may be impacted. Please call us here at the SA office if you are identified for reduced hours or loss of position.

Conversely, some schools may be up in numbers and support staff may see increased time or possible new positions.

We won't know the full picture around the impact until the RAM (Resource Allocation Method) closes.

Contract Negotiations

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.

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 have been assured they are still considering and costing out the proposed Terms of Settlement(s) but will apply for mediation regardless.

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.

Annual General Meeting
Wednesday, November 14, 2018
The Glenmore Inn & Convention Centre
2720 Glenmore Trail SE
7:00pm (Glenmore West/Heritage Room)
The information package will be sent out by October 24th and we hope to see you there!!

Retirement Benefits through the Alberta Retired Teachers' Association (ARTA)

Support Staff working in the education sector can apply for retirement benefits through the Alberta Retired Teachers' Association (ARTA) as an affiliate member. There is currently a \$50.00 fee per year for affiliate members.

Please note, there is a timeline in which you can apply for benefits through ARTA. For detailed information and timelines around retirement benefits call: 1.855.212.2400, email: info@arta.net, or google: Alberta Retired Teachers' Association and check out their webpage.

Mandatory Training

At times you may be requested by Safety Services to do on-line training which is required of all employees. The expectation is that this will be completed during your regular work hours and that supervisors will accommodate this. If this is not possible and you are required to complete this training outside of your regular work hours, it is considered work, for which you must be paid. Please contact our office if you experience any difficulties with this or any other mandatory training taken outside of your regular work hours.

New Cannabis Legislation

What you need to know as an employee of the CBE

To align with this new legislation, CBE has made changes to their employee code of conduct administrative regulation as follows:

Employee Conduct

Our [employee code of conduct](#) now states that **employees shall not be under the influence of, or provide others with alcohol, cannabis, cannabis-infused products or illegal drugs while on work premises or performing work related duties.** Also, this regulation requires that employees at work, must at all times, be fit to perform their duties.

If an employee is required to use a prescribed medication at work, including medical marijuana, Human Resources will work with the employee and their supervisor. Together they will ensure that fitness to work is maintained and the medical condition is accommodated in accordance with Human Rights Act obligations.

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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>		