

Upcoming Meeting



Annual General Meeting

Wednesday, November 23, 2016

The Glenmore Inn & Convention Centre

2720 Glenmore Trail SE

7:00 pm (Glenmore West/Heritage Room)

Message from the Chair...

Since September I have received two anonymous letters, the most recent letting me know that *"it is time to earn my paycheck"*. That I could *"attend a Principal's meeting and deliver the following information"*:

Lunchroom staff must be hired to supervise lunchrooms.

Support staff holding positions such as, Library Assistants, Education Assistants, and ELL Assistants at elementary level schools should not be expected to supervise students during the student's lunch breaks.

That this is a matter I should take very seriously and I could make an appearance at the N.E. and S.E. elementary schools and speak to support staff and principals to let them know that their job descriptions do not include lunchroom supervision.

This letter was signed...

Support Staff Member

Unfortunately, when people do not identify themselves or exactly where the situations are occurring, it makes it more difficult for Staff Association to deal with them. We can, and do bring up these situations on a regular basis with Human Resources and staffing.

Education Assistants cannot be required to do general lunchroom supervision. They can be required to do lunch supervision for student(s) they work with that have lunchroom programming as part of their IPP(s). Education Assistants may be offered extra hours to do general lunchroom supervision but whether or not they accept those hours is their choice.

As well, ELL Assistants, Library Assistants, School Secretaries and any other positions which do not have lunch supervision as a requirement in their position description, cannot be forced or expected to do lunch supervision.

Please call our office at 403.242.7555 if you have questions or concerns around this issue.

Staff Association Director Resignations

We have had a couple of director resignations this year. Wanda Stevenson resigned earlier this year due to health reasons, and Linda Soltesz resigned as she is leaving the employment of the CBE to pursue other endeavours. We would like to thank both Wanda and Linda for their time as Directors and for their passion in representing Staff Association members. We wish them both the very best and will miss their contributions to our Board of Directors and Staff Association members.

April Byers ran for a Director position at our last election meeting and has kindly stepped up to take on Wanda's position.

Staff Association needs another director...

If you are interested in becoming a Staff Association Director and would like to know more about what that entails, please contact Lois Robb at lmrobb@staffassociation.ca or call 403.242.7555 Ext. 1.

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

Lois Robb

Layoff and Recall Trial Provisions

We have pretty much completed a staffing cycle under the new provisions for placing those identified for transfer and layoff both last spring and this fall. In most respects it seems to have worked quite well and as intended. As with any changes there were numerous issues that arose and many were easily enough resolved when there were shared philosophies and common understandings. Absent that, others were less easily or successfully resolved. In those cases, it invariably boiled down to an apparent bias among some in Staffing towards filling as many vacancies as possible via open competition conflicting with our view (and long standing mutual agreement) that vacancies should always be utilized for placements first whenever possible.

We will be meeting with CBE to review the experience and decide whether or not to continue with it. What appetite exists within CBE to tweak anything remains to be seen. We would very much like to hear from any of you who were surplus and placed (or not) under the new provisions – both positive and negative experiences together with any changes you would suggest.

Minimum Wage Increase Affects Some Employees on the Grade 'A' Scale

Under Alberta Employment Standards the minimum payment to employees for any shift less than 3 hours is the equivalent of 3 hours at minimum wage. With the October 1 increase in minimum wage to \$12.20 per hour, steps 1 and 2 on the A Grade (Lunchroom/Breakfast supervisors) for their 2 hour shift no longer meet that minimum. Impacted employees are to be paid at Step 3 (\$18.37) effective October 1. If anyone is being paid less than that, please let us know immediately.

The next scheduled increment in minimum wage, on October 1 of next year, will have a similar effect on steps 3 to 5 of the Grade A rates. We have proposed meeting with CBE to discuss these matters but understand they may apply for an exemption from the minimum wage provisions. If that happens we will certainly object and hope the government would expect the CBE to adhere to minimum wage provisions like any other employer.

Attendance Management Program

In the New Year CBE plans to extend its initial pilot AMP from Facilities and Environmental Services to additional service units at the Ed. Centre and Highfield and to 3 schools in each Area. This program, while presented as a positive step to help “support employees” to more regularly attend work is really geared to flag and document individual absence levels such that exceeding a pre-determined “norm” triggers being placed in a program involving successive meetings and warnings that could potentially lead to dismissal – a bit of the carrot and stick approach, but absent the carrot!

No one condones fraudulent use of sick leave but that can be addressed when suspected, as can supporting anyone who appears to be struggling, without adding massive more administration apparently on the assumption that all employee absence is potentially suspect.

Attendance Management Program Continued

If you are placed in the 'program' we recommend that you contact us. If implemented as we currently understand it, chances are it may violate the collective agreement, in which case grievances will be filed.

2016/17 Scholarship Recipients & Fall 2017 Scholarship Info.

Congratulations to Staff Association's 2016/17 Scholarship recipients:

	Nominee Selected
\$1,500 Award Recipients:	1. Claudia B. 2. Courtney D. 3. Annie P. 4. Serena S.
\$1,000 Award Recipients:	1. Brittany C. 2. Sarah G. 3. Syameena P.

Staff Association will once again be awarding Scholarships through EducationMatters for the children of our members that are currently in grade 12 to use toward their post-secondary education. The Scholarship Award information/application link for the fall of 2017 will be received from EducationMatters between February 1 and March 15, 2017, and will be made available on our site at that time. In the interim, general Scholarship Award information is available on our website under the *For Members* → *Scholarship Award* tab.

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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.		