

**June 2020 - No 7**

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

## Message from the Chair...

As another school year comes to an end, it seems natural to reflect on the last 10 months. We have experienced many things that we could not ever have imagined, and we have been forced to shift and adapt to a new way.

I would like to say thank you to all the office staff at Staff Association for their ability to also flex and adjust and continue to support members, and also support each other. While we may be out of the office, we are still here for you. You can reach us by sending an email or by calling and leaving a message. All phone messages arrive in our email!

Remember to take time every day to reflect and try and see and do something positive. Choose kind!

*"This pandemic experience is a massive experiment in collective vulnerability. We can be our worst selves when we're afraid, or our very best, bravest selves. In the context of fear and vulnerability, there is often very little in between because when we are uncertain and afraid our default is self-protection. We don't have to be scary when we're scared. Let's choose awkward, brave, and kind. And let's choose each other." - Brene Brown*



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

*Rae-Ann Royal*

## CBE Records of Employment

**Please Note:** This information has been copied and pasted directly from CBE's Website

([www.cbe.ab.ca](http://www.cbe.ab.ca)): [Insite](#) > [Manage Your Career](#) > [Compensation & Benefits](#) > [Payroll](#)

**ROE Issue Date:** CBE will automatically submit ROEs to Service Canada for 10-month support staff by July 22<sup>nd</sup>, 2020.

*If you previously experienced an interruption to your earnings in 2020 and received a ROE at that point in time, a new ROE will only be produced if additional hours have been worked since that date.*

**Questions:** If you have any questions, please contact CBE'S Employee Contact Centre (CBE Human Resources) at 403.817.7333 ([ecc@cbe.ab.ca](mailto:ecc@cbe.ab.ca)) or Service Canada directly at 1.800.206.7218. If you have questions regarding the Canada Emergency Response Benefit (CERB), please call their hotline at 1.833.699.0299.

## Updates from SA's Managers

### Negotiation Survey

A survey has been sent to all members for whom we have an e-mail address. If you have registered on our web site but not received it in your Inbox, please check your spam or junk mail folder. If you haven't received a survey and would like one, please send your e-mail address to [mrjohnson@staffassociation.ca](mailto:mrjohnson@staffassociation.ca). Thanks to all who participate!

### Group Benefits when Identified for Transfer and Layoff

Members who have received layoff notice and don't get placed elsewhere prior to their layoff date will receive their group benefits through the end of the month of their layoff date. For example, if given an August 24<sup>th</sup> layoff date, our members will receive group benefits until August 30<sup>th</sup>, and if given a September 1<sup>st</sup> layoff date, group benefits will be received until September 30<sup>th</sup>.

## CBE Reneges on Paid Layoff Notice

After sticking over 1,800 SA members with a 2 months temporary layoff the “Leadership” at CBE has decided to twist that knife by refusing to provide some of those same individuals, who are now facing losing their positions next year as a result of spring staffing decisions, paid notice of that layoff.

As reported previously, the temporary layoffs were agreed to be separate from spring staffing and any layoffs from the latter would be under the regular layoff and recall provisions of the agreement. Those provisions include required notice which, for as long as the provision has existed, has been interpreted, understood, agreed and applied to be working (paid) notice or pay in lieu. However, because it simply says ‘notice’, the current “Leadership” at CBE has decided to now try to use that as rationale to further save money on the backs of support staff already facing job loss by giving notice while not working and no pay in lieu. The ramifications, beyond this specific situation, are huge.

We will grieve this if they don’t reconsider and will push to go directly to arbitration rather than waste time with an internal process where those who made the decision will sit in judgement of it. Win or lose, it certainly will do nothing to undo the widely held view that rhetoric from CBE “Leadership” around treatment of, valuing and respecting support staff is just that – rhetoric.

## **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.

## **Staff Association Summer Hours**

Staff Association's office is closed Friday's throughout the summer. With staff using their earned vacation time, and continuing to work primarily from home, please contact us directly with your questions/concerns.

<b>Staff Association Office Staff</b>		
<b>Rae-Ann Royal</b> , Chairperson	403.242.7555 ext. 1	<a href="mailto:chair@staffassociation.ca">chair@staffassociation.ca</a>
<b>Loren Keister</b> , Manager	403.242.7555 ext. 4	<a href="mailto:loren@staffassociation.ca">loren@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>

