



C.B.E STAFF ASSOCIATION - April 2006

Staff Association members, we hope these most frequently asked questions will be of interest to you. If you have any questions or ideas for this page, please contact the office at 242-7555 or fax 242-1238.

ARTICLE 11
Hours of Work

Question – What exactly is “job action.”

Job Action Law and Legal Definition-Taken from the “Law Digest”

A job action is a unified activity by employees aimed at putting pressure on the employer without resorting to a strike. Examples include: wearing logo T-shirts, buttons, or hats with union slogans, holding parking lot meetings, collective refusal of voluntary overtime, reporting to work in a group, petition signing, jamming phone lines, etc.

It is a short-term action by workers, for example, a slowdown, to achieve demands or protest policies. Doing only the minimum amount required by the rules of the workplace is an example of a job action.

A motion from the March 22 meeting was to “work within your FTE” and “work to your Collective Agreement”. This means beginning your jobs at the start time you have been scheduled to start, take your breaks that you are entitled to. (Clause 11.3 – Breaks from Work.) and leaving at the end of your hours of work WITHOUT taking work home with you.

Frequently

Asked

Questions

Example:

An .858 Education Assistant could start work at 8:30 am, work until 11:45 am then have a 30 min. unpaid lunch break from 11:45am until 12:15, then continue working until 3:00 pm then leave work. During the morning and afternoon you are entitled to 2 – 15 minute breaks in total from work, which are paid breaks. 5 1/2 hrs of work (1/2 hr to 1 hr unpaid lunch).

Article 6
Clause 6.4

Question – What about Volunteers?

In our Collective Agreement (Clause 6.4) “Volunteers will not be used to replace or reduce the FTE of Permanent Employees.”

Example:

If a parent volunteer comes into the library to assist the library assistant in the library and NOT do the job then that is O.K. But if a parent volunteer comes into the library when the library assistant is NOT there they cannot be doing the work of the library assistant.

If a parent volunteer is coming in to volunteer in the kindergarten class because she is “snack” mom then that is O.K.

Volunteers in the school are O.K. as long as they are NOT doing support staff’s jobs. (Again Clause 6.4).

Article 11

Question – What about Supervision?

The only position descriptions for support staff that has supervision in it are Lunchroom Supervisor and School Assistants. SA has agreed that an Education Assistant can do supervision of only the student/students they are responsible for. They must take their breaks and include the time supervising in their FTE.

Question - How much time should be taken for a lunch break?

You are entitled to a minimum of 30 minutes of unpaid lunch break and should not be taking anymore than 1 hour.

Article 20

Question – How does Retirement Benefits work?

The cost sharing of the premiums for the package, as determined by the retired employee's length of service with the Board at the time of retirement until age 65, for employees who retire between September 1, 2003 and August 31, 2007 is as follows:

<u>Length of Service</u>	<u>% Paid by Board</u>	<u>% Paid by Retiree</u>
25 + years	100%	0%
20-24 years	90%	10%
15-19 years	80%	20%
10-14 years	70%	30%

The cost sharing of the premiums for this package, at the time of retirement until age 65, for employees who retire between September 1, 2004 and August 31, 2009 as follows: (if the CBE proposal is accepted)

10 + years	50% Pd by the Board	50% Pd by the Retiree
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For employees who retire on or after September 1, 2009 is as follows:

10 + years	0% Pd by the Board	100% Pd by the Retiree
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Question – What about EA going on over night field trips?

As long as they are paid overtime as per our Collective Agreement (time and one-half for first two hours, then double time for the rest of the **24-hour day**) it would be OK for them to go, they would still be in compliance with our Collective Agreement.

If you have made prior arrangements or commitments then contact the Staff Association Office.



Reminder: Our Web Address Is

www.cbstaffassociation.ab.ca