

C.B.E STAFF ASSOCIATION-September 2007

Frequently

Asked

Lunch
no

Questions

Welcome Back!

I hope everyone had an enjoyable and restful summer and welcome back to another exciting year within the CBE.

Hours of Work

SA and CBE came to an agreement in mid-June to support a minimum number of hours per week for support staff. All positions with the exception of Lunch Supervisors, Breakfast Supervisors and Lead Supervisors will be a minimum of 15 hours per week and no less than 3 hours per day.

The hours of the Lunch/Breakfast Supervisor Grade "A" position will have a minimum of 8¾ hours per week and no individual day will be less than 1¾ hours.

Overtime

Support staff are paid on an hourly basis for time worked. Any work assigned up to 7 hours is paid as straight time and any work assigned in excess of 7 hours in a day needs to be paid as overtime at a higher rate of pay. Clause 12.a states:

The employee will be paid overtime at a rate of one and one-half (1½) times for the first two (2) hours and paid double time thereafter.

Breaks from Work

Clause 11.3 in our Collective Agreement states:

Employees shall be entitled to two (2) paid 15 minute breaks from work for each full day worked, on in the morning and one in the afternoon, times to be designated by management.

Employees who work less than 3 hours in one day are not entitled to a paid break.

Employees who work 3 to 5 hours in one day are entitled to one paid 15 minute break from work.

Employees who work more than 5 hours in one day are entitled to 2 paid 15 minute breaks from work.

Personal Insurance

The SA and the PERSONAL Insurance Company have entered into an agreement to offer preferred insurance rates for SA members. This is an arrangement that exists with other groups such as AUPE and is similar to the one that the ATA has with Morgex. You may be receiving a mail out from the PERSONAL and if you are interested it will be entirely up to each individual to follow up. They do not have any personal information on any individual.

We have had many requests for this type of preferred customer arrangement and we will monitor this one to see if it works for us. thePersonal will be involved with events such as our Convention and hopefully will generate funds to enhance our Staff Development Fund.

Negotiations Update

SA is back into negotiations with CBE. We met on Monday, September 10, 2007. We also met on June 20 and 21 to set up ground rules and exchange packages. There will be negotiation updates on our web page (www.cbestaffassociation.ab.ca) on a regular basis. We want to keep you fully abreast of the items under discussion as these are the items that the majority of you checked off on the survey.

The items are:

Main Body

Salary

Drug Card

Benefits over 12 months

100% Benefits

10 months over 12 month pay

Increase vacation pay/time

Professional Support Staff (PSS)

Salary

Pay for Winter/Spring Break

Drug Card

Increase vacation pay/time

100% Benefits

LTD Refund

Johnson Inc. is now the sole trustee and they expect to be in a position to complete the distribution of funds in September/October 2007 to those members who were notified of this forthcoming refund.

Staff Development Fund

Start off the new school year....

Reminder: Staff Development funding is available to all permanent PSS and Support Staff members for the 2007/08 school year. These funds allow members to enhance their skills and abilities within their fields of employment with CBE.

The application form can be accessed by visiting the Staff Association website under Support Staff Development. If you have any questions please call Sue Wenaas, Staff Development Administrator at 242-7555 ext. 3.

Reminder: Our Web Address is
www.cbestaffassociation.ab.ca