

**C.B.E STAFF ASSOCIATION**  
*April 8, 2008*

**Mediation Update Meeting**

IMPERATIVE THAT **ALL** STAFF  
ASSOCIATION MEMBERS ATTEND

When: April 17, 2008

Time: 7:00 PM

Where: Coast Plaza Hotel and Conference  
Centre  
1316 – 33 Street N.E.

What: Negotiation Update

**NOTICES:**

Detailed Staff Association proposals for both the Main Body and Professional Support Staff dated March 18, 2008 and the Calgary Board of Education proposals for both the Main Body and Professional Support Staff, dated February 28, 2008 can be found on the Staff Association website at <http://www.cbstaffassociation.ab.ca>

A [Policy Grievance addressing PeopleSoft](#) related issues has been filed by the Staff Association on your behalf. These issues include compensation, job titles, etc. This grievance is posted on the Staff Association website.

**Mediation Update:**

Two further mediation dates have been set for April 15 and 16, 2008. At this time it is expected that the Calgary Board of Education Negotiation team will present comprehensive counter proposals to the Staff Association's proposals of March 18, 2008. This is what we will be reporting to you this meeting.

## **Relationship Between the S.A. and C.B.E.:**

“It’s not just the money”

How many times have you heard people say that about their jobs?

How many times have you said to yourself after hearing that “Yeah, Right?”

Sometimes it’s true – it’s not just the money.

Equity and recognition are sometimes just, if not more, important.

Staff Association, as a whole, is not looked upon as being important enough to be given equity with the other groups in CBE.

We negotiated Collective Agreements that went into effect August 2004 with the belief that both parties would honour those agreements. This has not been the case. In many instances the CBE has not consulted us on position descriptions, salary administration, and hours of work. These consultations are outlined in the contract. Over and above these issues are the “Trust me” issues of the drug card, job share, minimum hours, benefits and pay over 12 months for 10 month employees.

These are **not** the actions of an employer who recognizes the valuable role we all play in the education of children.

These are **not** the actions of an employer who believes we must each respect and support the different roles we all play to be successful.

The Staff Association is **not** interested in having fewer rights than we have now! The Staff Association **is** interested in having a meaningful and productive relationship with the Calgary Board of Education.

### **We Need You:**

See you at the Coast Plaza Hotel April 17 at 7:00 pm. We will give you an update from our mediation meetings of April 15 and 16.

We also will be asking you for your input as to the direction we all take together.

**PLEASE ATTEND.**

**DON'T ALLOW A FEW TO MAKE A VERY IMPORTANT DECISION  
FOR YOU.**



## **Reminder: Our Web Address is**

*[www.cbestaffassociation.ab.ca](http://www.cbestaffassociation.ab.ca)*