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February 2010 - No 4

STAFF ASSOCIATION CONVENTION

The recently completed Staff Association convention was an unqualified success. For this, we must thank the Convention Committee, made up of Sue Wenaas, Lois Robb, Larry Frandle, Mike Minard, Dawn Scott, Ann Craig, Dorothy Galanov, Carol Binder, Dara Oosterlee, Lynn Robbins and Kim Sahota for the many hours and hard work that they put into the organization of this event. A big thank you also goes out to the staff and the Leadership and Crew students at Centennial High School for all of their help in both the set up and troubleshooting during the convention.

The opening remarks by our Chief Superintendent, Naomi Johnson set a very positive tone for the two days and reflected her commitment to a working relationship with our membership based on trust and respect. We had a very exciting keynote speaker in John Simmons, whose topic, *The Power of Humour*, was both highly informative and entertaining. Attendance on both days was excellent

and for the first time, sessions were held throughout Friday afternoon. The comments from our members and the displays were very positive and the layout and facilities at Centennial High School allowed for easy access to sessions while at the same time, encouraging networking and informal gatherings. In preparation for next year's convention, we invite all of you, our members, to send any suggestions you may have for topics and presenters to Sue Wenaas, Convention Coordinator by E-mail at sewenaas@staffassociation.ca or by phone at 403-242-7555 ext. 3.

ANOTHER RAISE

In our last contract negotiation the salary increase effective September 1, 2009 was tied to the year over year percentage change in the Alberta Average Weekly Earnings (AAWE), a table produced by Stats Canada. Between the time the Agreement was entered into and last September, Stats Canada changed the manner in which the AAWE was calculated. Based on the new method, our increase would be 5.99%; based on the method in effect when the Agreement was entered into, it was 4.82%. The ATA had a similar provision in their 5 year agreement with the Province. The Province decided to apply the 4.82% and the CBE followed suit with SA and C.U.P.E. Grievances were filed all around and we agreed to hold ours in abeyance pending the outcome of the Province / ATA arbitration of the matter. The Arbitrator's Award issued February 3rd and deemed 5.99% to be the applicable increase. The CBE immediately agreed to apply this to all of its employees impacted by the AAWE, which includes support staff (and in doing so noted that "Guiding our work is our strong belief that our teachers and support staff are the best in the country. Their contribution to the education of our students is absolutely critical."). The timeframe for implementing this change going forward and dealing with retro pay should be known soon.

RETIREMENT ALLOWANCE VS SERVICE GRATUITY

A number of questions have arisen out of the Staff Association Negotiation Survey regarding the difference between a Retirement Allowance and a Service Gratuity. Currently, Article 22 of the Staff Association Main Body Collective Agreement provides for a Retirement Allowance under Clauses 12.4 to 12.6. This allowance is paid out to employees who **retire** at a minimum of age 55. There is a difference in the payout for those employees who participate in the Local Authorities Pension Plan (LAPP) and those who do not, as follows:

- Those not participating in LAPP and who are a minimum of age 55 at retirement and who have at least 10 years of service receive 3 months salary plus 1 month for every additional 3 years to a maximum of 6 months pay (Clause 22.4).

- Those who participate in LAPP and who retire at 55 years or older receive a retirement allowance as follows (Clause 22.5):
 - After 10 years 1 month salary
 - After 15 years 2 months salary
 - After 20 years 3 months salary

*A Service Gratuity is not tied to either retirement or LAPP. Those who leave the CBE through **retirement or resignation at any age** and have at least 10 years service receive a Service Gratuity as follows:*

- After 10 years 1 month salary
- After 15 years 2 months salary
- After 20 years 3 months salary

The Service Gratuity currently exists in the Staff Association PSS Collective Agreement (Clause 22.1) and also in the Terms and Conditions of Employment for Exempt employees.

SUPERVISION OF STUDENTS

The appearance on our negotiation survey of "Supervision" (under working conditions), without further explanation, has triggered questions about its intent. The Association and the CBE have differing views of who can be required to supervise students. From our perspective, the only position descriptions that specifically include supervision are Breakfast Program, Lunch and Lead Lunch Supervisors, and School Assistants, so only persons in those positions can be required to supervise students. The CBE believes supervision can/should be required of those in other positions which do not specifically include it in the PD. Since the issue was unresolved in the last negotiation and may remain so going into this one, it was included in the negotiation survey to gauge its importance to you this time around.

BREAKS FROM WORK

As per Clause 11.3 of the Staff Association Main Body Collective Agreement, members are entitled to breaks from work as follows:

- members who work less than three hours in one day are **not** entitled to a paid break
- members who work three hours to five hours in one day are entitled to one paid 15 minute break
- members who work more than five hours in one day are entitled to two paid fifteen minute breaks, one in the morning and one in the afternoon

If you are not receiving the breaks you are entitled to or if you have any questions regarding breaks from work, please contact the Staff Association office.

FIRST AID REQUIREMENTS

Staff Association encourages all of our members to have Standard First Aid with CPR. However, this is only a requirement for those positions that have First Aid as a stated qualification in their position description. No member can otherwise be required by their supervisor/principal to take First Aid.

GENERAL INFORMATION MEETING

Just a reminder that the Staff Association Directors encourage your attendance at our General Information Meeting:

*Wednesday, March 10th, 2010
7:00 p.m.*

*The Glenmore Inn & Convention Centre
2720 Glenmore Trail S.E.*



The SA Board of Directors would be happy to organize a "Meet & Greet!"



We would welcome the opportunity to meet with any interested group and would be more than pleased to help organize such an event. Please contact Jean Minifie at the Staff Association at 403.242.7555 ext. 1.

If you have a question for Staff Association that you would like to have answered in our next FYI, please submit your question to Dawn Scott via e-mail at dascott@staffassociation.ca. Please reference "FYI Question" on the subject line.

