



**C.B.E STAFF ASSOCIATION - February 2008**

**F**<sub>OR</sub>  
**Y**<sub>OUR</sub>  
**I**<sub>NFORMATION</sub>

On behalf of the Membership and the Directors we would like to thank the Convention Committee and Sue Wenaas for all their hard work in providing us with another fantastic convention. The variety of sessions provided something for everyone's interests whether it was exploring your creative talents or looking at financial planning towards your retirement. We would also like to thank Larry Frandle, Michael Minard and their assistants for the great hot lunches served at the convention.

***Kudos to the committee for a job well done!***

**NEGOTIATION UPDATE**  
**Survey Results for Major Interests**

<b>Main Body</b>	<b>PSS</b>
Salary	Salary
Drug Card	Pay Winter Spring Break
Benefits over 12 months	Drug Card
100% Benefit	Increase vacation pay/time
10 month over 12 month Pay	100% Benefits
Increase vacation pay/time	

**Major Proposals and CBE Reponses**

<b>Main Body</b>	<b>CBE</b>	<b>PSS</b>	<b>CBE</b>
<b>Salary</b> 12% 1 year	4% first year AAWE* next 3 years	<b>Salary</b> 12% 1 year	4% first year AAWE* next 2 years
Minimum hours in RAM	NO	Winter/Spring Time Off	NO
<b>Benefits</b> 100% CBE	Insurance 50% in September 2009	<b>Benefits</b> 100% CBE	NO
Benefits paid over 12 months for 10 month employees	Yes September 1, 2008		
Drug Card	NO	Drug Card	NO

\*Alberta Average Weekly Earnings

Some of the CBE takeaways still on the table:

**Article 15 Sick Days**

They want to be able to force Main Body to get a form filled out by a doctor from day one that might cost \$75.00 or more, although they will reimburse up to \$25.00. Oddly enough they won't force PSS to fill out this form although if they do they will pay on the same basis and no note at all is required until after five days. They also want to be able to sue in your name without your consent.

**Article 24 Grievances**

They want to minimize the ability of Staff Association to grieve and when we do, they want to control who we talk to so as not to inconvenience the Administration.

Starting wages for new employees would be at whatever CBE wants to put their special friends as opposed to mutually agreeing if it's above step one.

They want to remove current benefits from some PSS new employees.

***THE STAFF ASSOCIATION IS NOT INTERESTED  
IN HAVING FEWER RIGHTS THAN WE HAVE NOW!***

**REMEMBER TO ATTEND THE**

**CBE Staff Association**

**Information Meeting**

**March 19, 2008**

**7:00 pm**

**Crescent Heights High School**

**1019 - 1 Street N.W.**



**Reminder: Our Web Address is**

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