

PLEASE POST IN STAFF ROOMS www.cbestaffassociation.ab.ca

May 2010 - No 6

Identified for Transfer/Reduction of Hours

F_{OR}

Y_{OUR}

I_{NFORMATION}

Being identified for transfer or having your hours cut can feel very devastating! As stressful as being in this situation can be, it is important to keep in mind that this is about the position and process -- NOT ABOUT YOU PERSONALLY -- your work, work ethic, extras that you provide, relationships, etc. The process provides some job security, at least within the overall system, and recognizes length of service to the CBE.

In-depth information about the process can be found in the *Identified for Transfer, Layoff and Recall FAQ* and in Article 7 (Main Body) and Article 8 (PSS) of our Collective Agreements, all of which are posted on our website at www.cbestaffassociation.ab.ca.

Why is Seniority Important to Me?

This becomes very important should there be lay-offs. If there are several people in your school, all of whom do the same work (School Assistants, for example) and are in the same weekly hours of work category (15-20 hours per week, for example) and the school needs to surplus one of them, the Principal will surplus the position of the person in that group who has the least seniority. Seniority with the CBE is what counts, NOT the length of time in that particular position or school. When it comes to recall and finding replacement positions, it also plays an important part. When you are identified for transfer and indicate (on the required form) that you wish to exercise your displacement rights, you will have the option to displace someone of lesser seniority if a position cannot otherwise be found for you.

If you are offered a reduction in hours to remain at the same location you've been used to and are comfortable in – BE CAUTIOUS! The reality is that if you move from one category of hours of work to a lower one, under any circumstances, it is extremely hard to get your hours back.

Really, Really Confusing??? Give your Staff Association Office a call at 403-242-7555



The CBE has scheduled two information meetings for support staff identified for transfer and layoff:

Wednesday, May 19th from 4:15 - 6:00 p.m. at Parkdale Centre, Conference Room 1

Thursday, May 20th from 4:15 - 6:00 p.m. at Haysboro Centre, Area V Conference Room

Please register via e-mail to Jaclyn Gray jngray@cbe.ab.ca

**Collective
Agreement
101**

It's that time of year when many parents are looking forward to celebrating their child's graduation from high school or post-secondary convocation. Did you know that you are entitled to time off to attend these celebrations?

Graduation and Convocation Leave of Absence

Article 19.12 Main Body; Article 19.6 PSS



Upon request, leave shall be granted to an employee by their supervisor to attend the employee's or the employee's spouse/child post-secondary convocation and/or high school graduation where the ceremony takes place during the employee's regularly scheduled workday. The leave shall be granted as follows:

- a) one paid day for the attendance of a post-secondary convocation;
- b) one-half of a paid day for attendance of a senior high school graduation.

Supervision of Students

As a result of the ongoing work of the Chief Superintendent's Task Force, the CBE and the Staff Association have come to an agreement on parameters around student supervision. They are as follows:

- The only Support Staff who are **required** to supervise students at lunchtime or on the playground are those who occupy positions that have this as part of their Position Description. Those positions are:
 - Breakfast Supervisor
 - Lunchroom Supervisor
 - Lead Lunchroom Supervisor
 - School Assistant
- Education Assistants and ESL Assistants can be **offered additional** time to supervise students.
- The offer must involve an upfront discussion between the Principal and the staff member. No coercion, threats or bullying tactics can be used. **Under no circumstances** can the Principal request that an Education Assistant or an ESL Assistant take on these duties as part of their existing time.
- If the Support Staff is not agreeable to taking on additional time to supervise students, their decision is final.
- Education Assistants and ESL Assistants must be paid at their current hourly wage for any supervision of students.

If you have been coerced, threatened or bullied into taking on supervision of students, please contact the Staff Association Office immediately at 403.242.7555.

Changes to Hours of Work

Many of you will recall that this was a huge issue before and at the last set of negotiations. It was not resolved at that time so, on the Mediator's recommendation, the parties agreed to refer it to a Task Force. Although that forum prompted some progress towards mutually acceptable parameters around changing hours of work, a fundamental disagreement on if and how seniority applies remained a stumbling block. Our efforts to have the Task Force sub-committee (tasked with this issue) continue to meet were unsuccessful over the past several months -- instead the CBE proceeded into spring staffing applying its position that there are no parameters around changing hours.

Whether this matter is ultimately resolved in bargaining or through arbitration, it is important and useful to us to know of your experience if you've recently dealt with a proposal to change your hours. If you are able and willing to do so, please send a short e-mail to the office outlining the basics of what happened – how and when approached; what the proposed change was; rationale, if any given; whether or not you accepted the offer; any other circumstances around this that you think we should be aware of. Your help is greatly appreciated. E-mail to: mrjohnson@staffassociation.ca.



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.



Food for thought...

Live in such a way that you would not be ashamed to sell your parrot to the town gossip ~ Will Rogers