

**C.B.E STAFF ASSOCIATION – Update #4  
March 14, 2008**

**REMEMBER**

**Please attend the CBE Staff  
Association**

**Information Meeting  
March 19, 2008**

**7:00 pm  
Crescent Heights High School  
1019 - 1 Street N.W**

**Mediation** – Tom Hodges was appointed as mediator following our application to the Government of Alberta Mediation Services. We will have our first meeting on March 13, 2008. Mediation has begun!

Staff Association and CBE are still apart on **many issues**. Two examples of differences are:

**Article 15 – Sick Days.** CBE has removed the requirements for a medical certificate, however, they still insist that they reserve the right to request a doctor's note from the first day of illness. This is different from the process for teachers and Professional Support Staff members, who don't have this requirement until after 5 days of illness. CBE still wants to be able to sue in your name without your consent.

**Article 24 – Grievances.** CBE wants to limit our ability to grieve and they don't want to talk to us.

*\*\*Note, the Alberta Average Weekly Earnings referred to are based on the Statistics Canada Survey of Employment, Payrolls and Hours, unadjusted for seasonal variation by type of employee for selected industries classified using the North America Industry Classification System. This calculation of Alberta Average Weekly Earnings is the calculation used to determine changes in the annual remuneration for Members of the Legislative Assembly of Alberta.*



**Reminder: Our Web Address is**

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

## Survey Results for Major Interests

Main Body	PSS
Salary	Salary
Drug Card	Pay /Time Off for Winter/ Spring Break
Benefits Paid over 12 mos for 10 mos 'ees	Drug Card
Benefits Paid 100% by CBE	Increase Vacation Pay and Time
Option -10 mos 'ees paid over 12 mos	Benefits Paid 100% by CBE
Increase Vacation Pay and Time	

## Major Proposals and CBE Responses

MAIN BODY Feb. 22/08	CBE Feb. 28/08	PSS	CBE
Salary 8%/ 2yr	4% first yr	Salary 8%/ 2yr	4% first yr
	AAWE* next 3 yrs		AAWE* next 2 yrs
Grid shift	No	Grid Shift	Yes, For Almost All
Minimum hrs RAM – hours as described in allocation to schools be put into collective agreement.	No	Winter/Spring Time Off	No
Benefits 100% CBE	Insurance 50% in September 2009	Benefits 100% CBE AS withdrawn	
Benefits Paid over 12 mos for 10 mos 'ees	Yes September 1, 2008		
Drug Card	No	Drug Card	No
Retirement Benefits	No	Retirement Benefits	No
Vacation increases for all	Only 1 level changed - 20 days (8%) to 5 yrs from 8yrs service, no increase for others	Vacation increases for all levels	No
Staff Development Increase to \$300,000	September 2008 \$200,000 September 2010 \$250,000	Staff Development Increase to \$80,000	September 2008 \$50,000 September 2009 \$60,000
* Alberta Average Weekly Earnings			

