

Calgary Board of Education  
Staff Association

# INFORMATION MEETING

Sherwood Community School  
March 23, 2005

Those in attendance: 93 Staff Association members, Jean Minifie, Chairperson; Lois Robb, Vice-Chair; Dorothy Hall, Secretary-Treasurer; Laurie de Mille, Recording Secretary; Ann Craig, Director; Cathy Evanochko, Director, Dorothy Galanov, Director; Albert Herscovitch, Director; Bill Flookes, Manager

Absent: Bryan Hicks, Director

Meeting called to order: 7:10 p.m.

**ADDITIONS TO THE AGENDA:**  
7.0 KIT Team

**APPROVAL OF MINUTES:**

Motion by Jeanne MacLachlan, seconded by Sylvia Nakamura that the minutes from the October 2004 Annual General Meeting be adopted as distributed.

Carried.

Motion by Wendy Clarke, seconded by Dawn Ruhl, that the minutes from the March 2004 Information Meeting be adopted as distributed.

Carried.

Door prize draw.

**SPECIAL RESOLUTIONS:**

Motion by Lois Robb, seconded by Sandy Schnich, that Bylaw Article 5, section 5.1.4 (a) Term of Directors and Chairperson be changed to read: The term of office for a Director is four (4) years. 3 Opposed.

Carried.

Motion by Lois Robb, seconded by Carol Binder, that Bylaw 4.1.2 (b) (i) – Information meeting to be changed to read as follows: (b) (i) Election of Directors will be held every two years. Unanimous

Carried.

Motion by Lois Robb, seconded by Darlene Surkon, that the term of office for Directors elected in 2004 be extended to 2007. Unanimous

Carried.

**ELECTIONS 2005:** Five Directors to be elected (currently one vacant position on Board of Directors)

Directors running for re-election March 2005: Lois Robb, Ann Craig, Jean Minifie, Laurie de Mille

New nominee running for election: Shelly Walper

Call for nominations from the floor. (No nominations from floor)

Call for nominations from the floor. (No nominations from floor)

Call for nominations from the floor. (No nominations from floor)

**Motion by Dorothy Hall, seconded by Ann Craig, that nominations cease.**

Carried.

**DIRECTORS ELECTED BY ACCLIMATION TO SERVE FOR TERM MARCH 2005 TO MARCH 2009:**

Shelly Walper

Lois Robb

Ann Craig

Laurie de Mille

Jean Minifie

Door prize draw.

**CHAIRPERSON'S REPORT (Jean Minifie):** Over the past few months not only Bill and myself but also the entire Board of Directors have been working very hard on your behalf, so tonight I am going to share with you some of the things that we are all working on!

**Employee Health Resource Centre (E.H.R.C.):** We have been working with the Health Advisors, Counselors and WCB. We have been working very closely with these people to make sure that our members are being looked after and are able to return to work as soon as possible. There has been an Advisory Committee set up to look at how we can improve on absenteeism within the CBE. Apparently the CARES program, which was developed by the Stakeholders, is not working out very well or should I say that the Administration at the Centre are not following the processes that were in place.

**Workload Committee:** There have been some meetings concerning this area. There was a calendar developed for the office staff to see when things had to be done but the issue of workload has not had anything done about it. There has been talk about developing manuals to help with start up and year-end but then again the issue of workload has not been addressed. There is also talk about developing courses that our members can take at Chinook Learning Centre to show people how to work differently but once again that still does not address the issues/concerns around workload.

**Job Evaluation Committee:** As some of our members know, there were new Position Descriptions written up for a lot of members near the end of June and a lot of our members were reclassified as a result. Again this year we are writing up Position Descriptions to reflect what exactly what our people are doing. At the end of the day we hope that there will be some more reclassifications or if not then there will be Position Descriptions that do reflect the work that our members are doing.

Right now we are working on Business Managers, Bookkeepers and the positions within the Career Pathway Program.

**Convention:** I hope that most of you attended this year Convention, as it was one of the better ones that we have had over the years. Kudos to the Committee, as there were only 6 people pulling it all together. I think they deserve a big round of applause. We will be meeting early in April to look at how we can improve in some areas and how we can get more people involved. If we do not have more people volunteering for this committee there is a possibility that there could not be one next year. If you are interested in helping in any way please contact the office.

**Mutual Interest Board:** This a committee that has representatives from both CBE and SA and a Trustee. The mandate for this committee is to bring issues/concerns from both sides to the table and find a solution to them that both parties can live with. Some of the issues that have been brought forward by us this year are: Members belonging to two unions, Workload, RAM, and the Outsourcing of HR.

**Long Term Disability Refund:** There is Court Action of who is going to administer the rebates to the surplus money to the employees. The issues were: the legal costs up to \$150,000 for CBE (changed to \$40,000 recently) vs. free from ATA, CBE not allowing Estates to claim that has now changed, CBE allowing up to \$150,000 of residual amount to go to the CBE Foundation when \$12,000 or less was talked about with the Stakeholders. Tax consequences for CBE dealt with (part of the legal costs) vs. the employees (in the ATA proposal to the Court it suggests that costs come from the taxable portion of the money thereby minimizing the tax for employees). The overall costs to the fund to distribute the rebate being close to \$1 million for CBE vs. \$400,000 or so for the ATA proposal.

**Newsletter:** As you know, a newsletter goes out to our membership about 4 times years. This is one form of communication that has helped us a great deal. Sometimes this is the only way that we get feedback on the issues/concerns that our members are having trouble with. Our Editor has done an excellent job of getting these editions out with some help from the rest of the Directors but it is the members that we depend on to help with communication issues with their questions that are asked and answered with each newsletter.

**C.U.P.E. and A.U.P.E.:** We have had the attention of both unions who would like us to join them. They have been talking to both Bill and I and other Directors. We have no interest at this time to join either of them but it is always a good idea to have lots of dialogue and build on a good relationship. Some of the Directors have been invited to participate in CUPE's convention in Red Deer and also AUPE's convention in Kanakas. They have what they call their Educational sectors and it is a good idea to see and hear what is happening in other districts in the province.

**Negotiations:** I wish that I could say to you that we are near the end of negotiations but that would be very untrue. Over the past we have always been very successful with the Mutual Interest bargaining method but this time around it does not seem to be working as well as we had hoped. We have been at the table for just about a year (in June) we had very little to do with housekeeping items but it took an extraordinary amount of time to get through them. When we received the Issues for Consideration from the CBE back in June 2004 the Articles, which they want to discuss, were to "review for clarity". Some of the articles which they proposed for clarity are as follows: Hours of Work, Contracting Out, Grievance Procedure, Pension Plan, Group Benefit Plan, General Leave of Absence along with other Articles. With some of these they are of interest to both parties but when it comes to discussing something that the SA would like to see improved upon for

the good of our members we seem to hit a brick wall. Individual Grievances was brought to the table by the CBE, we did use the Interest Based decision making to come up with options that worked for both sides. This led to the CBE being able to write up a proposal that both sides have already agreed to. The CBE was willing to use the process but again I have to say that this was their issue, other times when we have wanted to work on our issues using Interest Base they have not been very receptive. Our team is now waiting to see how the next decision is dealt with when we are looking at one of our issues. If we do not use the Interest Base way then questions will be asked why use it on one team's issues and not the other team's issues. The process that we are currently in the middle of is very long, painful and frustrating for your Negotiation Team.

There are other things that we have been dealing with – the Outsourcing of Human Resources and Arbitrations, which I am going to let Bill speak about. Unless you have an issue/concerns or a question that is personal to you then you have no idea how hard we all work on your behalf. The purpose of the Staff Association Directors says it all: To Provide the Leadership and Assistance necessary for the Staff Association to Achieve it's purpose. The purpose of the Staff Association is: To Achieve the Best Possible Working Conditions.

**MANAGER'S REPORT (BILL FLOOKES):** Update and reports on Contracting out of Human Resources Department & this year's Arbitrations.

**K.I.T. (Keeping in Touch) Team Report (Shelly Walper):** Shelly introduced the members of the KIT Team. Shelly also called for worksite KIT TEAM liaisons and gave a clarification of why we need liaisons at each worksite.

**QUESTIONS FROM THE FLOOR:** No questions.

Meeting adjourned: 8:45 p.m.