

**CBE STAFF ASSOCIATION
MAIN BODY NEGOTIATION SURVEY**

954/2200 SURVEYS RETURNED (43.4%)

MONETARY	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
A salary increase of _____% on the current 2009 salaries.	75	25	24	133	209	488
Staff Development Fund to be increased.	16	144	169	330	164	131
School Calendar – Minimum number of work days. (198 Days For 10/11)	64	181	125	289	152	143
Time worked in excess of scheduled hours of work paid at double time.	33	187	161	228	177	168
Increase vacation pay / time.	13	77	76	224	253	311
Winter Break and Spring Break be paid time off.	31	115	57	133	189	429
Increase materials management allowance.	103	288	159	244	90	70

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LEAVES	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
Enhance Paid Educational Leave	40	178	164	287	173	112
Increase number of Leave Days at half pay. (Article 19.9)	44	126	137	313	178	156
Enhancement of other leaves either paid or unpaid.(i.e.: Compassionate)	31	81	94	255	267	226

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BENEFITS	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
CBE to pay 100% of premiums for LTD.	57	94	83	232	230	258
Increase Health Spending Account by \$_____.	75	89	61	196	224	309

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RETIREMENT ALLOWANCE	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
Convert retirement allowance to service gratuity not tied to retirement when you leave CBE.	106	101	99	282	180	186
Add 5 year and 25 year stages (stages currently at 10, 15 & 20 years).	55	101	82	252	248	216
Increase amount paid out at each stage.	61	69	80	251	246	247
Service gratuity paid out at each of 5, 10, 15, 20 & 25 years.	75	76	83	232	258	230

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WORKING CONDITIONS	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
Supervision	110	224	128	243	118	131
Minimum hours per day for school based staff.	60	171	103	205	171	244

10 MONTH PAY OVER 12 MONTHS	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
Voluntary	50	219	75	186	147	277