

# MAIN BODY

## CBE STAFF ASSOCIATION NEGOTIATION SURVEY

The purpose of this survey is to assist your Negotiation Team in formulating issues that you would like to be negotiated this time when we open our Contract in May 2010. Your input is essential if we are to present your interests.

Please take the time to fill out this survey and return it via interschool mail by no later than February 26<sup>th</sup>, 2010 to June McFarlane at Thorncliffe School.

<b>MONETARY</b>	<b>NOT CRITICAL</b>				<b>ABSOLUTELY CRITICAL</b>
A salary increase of _____% on the current 2009 salaries.	1	2	3	4	5
Staff Development Fund to be increased.	1	2	3	4	5
School Calendar – Minimum number of work days. (198 Days For 10/11)	1	2	3	4	5
Time worked in excess of scheduled hours of work paid at double time.	1	2	3	4	5
Increase vacation pay / time.	1	2	3	4	5
Winter Break and Spring Break be paid time off.	1	2	3	4	5
Increase materials management allowance.	1	2	3	4	5

<b>LEAVES</b>	<b>NOT CRITICAL</b>				<b>ABSOLUTELY CRITICAL</b>
Enhance Paid Educational Leave	1	2	3	4	5
Increase number of Leave Days at half pay. (Article 19.9)	1	2	3	4	5
Enhancement of other leaves either paid or unpaid.(i.e.: Compassionate)	1	2	3	4	5

<b>BENEFITS</b>	<b>NOT CRITICAL</b>				<b>ABSOLUTELY CRITICAL</b>
CBE to pay 100% of premiums for LTD. (salary when on LTD becomes taxable)	1	2	3	4	5
Increase Health Spending Account by \$_____.	1	2	3	4	5

<b>RETIREMENT ALLOWANCE</b>	<b>NOT CRITICAL</b>				<b>ABSOLUTELY CRITICAL</b>
Convert retirement allowance to service gratuity not tied to retirement when you leave CBE.	1	2	3	4	5
Add 5 year and 25 year stages (stages currently at 10, 15 & 20 years).	1	2	3	4	5
Increase amount paid out at each stage.	1	2	3	4	5
Service gratuity paid out at each of 5, 10, 15, 20 & 25 years.	1	2	3	4	5

<b>WORKING CONDITIONS</b>	<b>NOT CRITICAL</b>				<b>ABSOLUTELY CRITICAL</b>
Supervision	1	2	3	4	5
Increase in minimum hours per day for school based staff.	1	2	3	4	5

<b>10 MONTH PAY OVER 12 MONTHS</b>	<b>NOT CRITICAL</b>				<b>ABSOLUTELY CRITICAL</b>
Voluntary	1	2	3	4	5

Please make suggestions on issues that you feel were not addressed.

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**PLEASE RETURN COMPLETED SURVEY BY FEBRUARY 26<sup>TH</sup>, 2010**

**SEND VIA INTERSCHOOL MAIL TO**

**JUNE McFARLANE**

**THORNCLIFFE SCHOOL**