

PSS MEMBERS REGARDING STRIKE VOTE

In an unprecedented move, CBE management has sent out an E-mail to each Staff Association PSS member putting a positive spin on their proposal to you.

DON'T BE FOOLED!! This proposal is not significantly different than the one they presented on February 28, 2008 **and is not good enough.** Nowhere in their summary do you see any of the negative impacts of this proposal, nor do you see any of the issues that have been left unaddressed.

WHY VOTE YES ON THE STRIKE VOTE

- A **YES** vote is **NOT** a vote to walk out on strike but is a vote for strike action. A second vote would be held specifically addressing walking out on strike.
- A **YES** vote tells the CBE that their offer is not good enough.
- A **YES** vote empowers your Negotiation Team to push forward with bargaining and get you the Collective Agreement you deserve.
- A **YES** vote allows us all to take further job action when appropriate, for example, working to rule, limiting hours of work, etc.

WHY IS THE CBE PROPOSAL NOT GOOD ENOUGH

For Example:

- The CBE's proposal for a three year proposal for PSS and a four year proposal for the Main Body ensures that PSS, as a group of 150 members does not have the bargaining power to improve the Collective Agreement in the future as we lose the power of the 3500 members in the Main Body. There is power in numbers.
- **The money sounds good....It isn't!** Not all PSS members get it. The only retroactivity proposed by CBE is 4% compared to 4.92% for the Calgary Catholic Board, 6% for the Trades unions in CBE and between 4.7% and 6.7% for teachers not including their excess pension that is being paid for by the Alberta government (approximately 3%). **The majority of the salary increase proposed is not an increase, it is a market adjustment.** All this means is that you have been underpaid since at least January 2007 when the Calgary Catholic Board received their market adjustment. The CBE was informed of this in February 2007. With the proposed market adjustment, PSS will be paid at least 5% less than their Catholic Board PSS members.....and none of this adjustment is retroactive. The Catholic Board will have received their market adjustment more than one and one half years prior to us.
- The Staff Development fund ran out of money in December. We are asking for an extra \$40,000 to ensure that PSS members have access to conferences and workshops and can have an increase in the amount provided for Registration/Chartering fees which have risen significantly.
- The flexibility allowed for by the Hours of Work clause is about to be abused. CBE now wants to interpret the "extension of normal hours" as taking in evenings and weekends. That was never the intent of the language.
- CBE is now changing your Position Descriptions unilaterally without Staff Association involvement leaving you open to changes in what your work entails.
- CBE has a proposal in place that allows them to sue a third party on your behalf **without your approval**, for example, if you are involved in an accident that is the fault of the third party and that causes you to miss work.. Is this reasonable? Certainly not with the wording of their new clause. Can the Staff Association in good faith bargain away a personal right of yours? We don't think so.
- Where is the drug card that CBE promised us several years ago so that we don't have to pay up front for medication?

- Why was CBE able to withdraw Job Share opportunities for PSS members two years ago only to bring it back in this year again with no guarantee that it will not be taken away again next week? Because they refuse to put it into the Collective Agreement.
- CBE proposes that grievances end at the HR department rather than going to the Chief Superintendent. Who are most of our grievances against? The HR department, and it can only be overruled by the Chief Superintendent.

For the full proposals, both those presented by Staff Association and the CBE, please refer to the Staff Association website at cbestaffassociation.ca