

STAFF ASSOCIATION NEGOTIATION SURVEY

Your Negotiation Team needs your assistance so that when we start negotiations we are working on the items that you, the members, feel are the most important.

Please indicate your top **3** Priorities from **ALL** of the items listed below and then any additional information that you feel should be included in negotiations.

Please remember that this is your contract so your input is essential and all information is anonymous and/or confidential.

**RETURN YOUR COMPLETED SURVEY BY FEBRUARY 28TH TO
JUNE McFARLANE ~ DR. OAKLEY SCHOOL
OR DROP THEM OFF AT ANY CONVENTION LOCATION**

PRIORITY

MONETARY

	A salary increase on the current 2007 salaries.
	Have temps/subs move up the salary grid after they have so many hours of experience.
	Staff Development Fund to be increased.
	School calendar ~ minimum number of work days.
	Overtime as double time for anything over your scheduled hours of work.
	Increase vacation pay / time.

LEAVES

	Paid Educational Leave
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BENEFITS

	CBE to pay for benefits over 12 months for all staff.
	CBE to pay 100% of premiums for Life, AD & D and LTD Insurance.
	Drug Card

RETIREMENT ALLOWANCE

	Convert retirement allowance (Article 22) to a payout when you leave CBE.
	Add 5 year and 25 year stages (stages currently at 10, 15 & 20 years).
	Increase the amount paid out at each stage.
	Payout at each of 5, 10, 15, 20 & 25 years of service.

WORKING CONDITIONS

	Add the ability to 'Job Share' in to the Collective Agreement.
	Minimum hours per day for school based staff.
	Increase time by minimum of half hour increments.

10 MONTH PAY OVER 12 MONTHS

	Voluntary
	Vacation pay on every pay to increase pensionable income.



