

CBE Staff Association

Annual General Meeting

Date: November 4, 2008

Directors In Attendance: Jean Minifie, Cathy Evanochko, Dorothy Hall, Lindy Lemay; Almas Rajwani-Rawji, Wanda Stevenson, Sherry Vaskovics, Bill Flookes (Manager)

Absent: Albert Herscovitch

	Action Items
<p>1. CALL TO ORDER: Meeting called to order at 7:00 pm. The meeting was adjourned for 10 minutes as there was not a quorum. The meeting was recalled to order at 7:10 pm.</p> <p>2. INTRODUCTIONS: Introduction of Head Table and K.I.T. Team</p> <p>3. CHAIRPERSON'S COMMENTS: Report attached as Attachment #1.</p> <p>4. TASK FORCE REPORTS: Presented by Cathy Evanochko, Hilary Smith and Jenica Copithorne. Report attached as Attachment #2.</p> <p>5. APPROVAL OF MINUTES</p> <p>Motion by Glenda Beckley, seconded by Janie Bont that the Annual General Meeting Minutes of November 7, 2007 be approved as printed.</p> <p>6. AUDITOR'S REPORT – presented by Dennis Kisio, CA</p> <p>Motion by Larry Frandle, seconded by Cindy Middleton that the Auditor's Report be accepted as presented.</p> <p>7. PROPOSED BUDGET – presented by Dorothy Hall</p> <p>Motion by Dorothy Hall, seconded by Glenda Beckley that the proposed budget for 2008-09 be approved as presented</p> <p>8. CLOSING REMARKS - presented by Bill Flookes. Report attached as Attachment #3. Bill also announced that when the next set of negotiations roll around in 2010 that he will not be here, as he plans to retire.</p> <p>9. QUESTIONS AND ANSWERS</p> <p>Q. What is the Sunshine Fund and what is it used for? A. <i>Sunshine funds are not categorized in our dues. They are separate funds that we receive from a parking stall for example that is rented out by the SA for \$720.00, plus donations made to the strike fund. We use these funds to purchase gifts, flowers, cards etc. for members retirement parties from the Board.</i></p> <p>Q. Why is there \$18,000 under Negotiation Expenditures? A. <i>We are still negotiating for TSSI.</i></p> <p>Q. What was the term of the contract with TSS? A. <i>10 years.</i></p>	<p>Carried</p> <p>Carried</p> <p>Carried</p>

Q. If TSS is not fulfilling their part with respect to the contract, then are they not in breach of contract and can't CBE get out of it?

A. This is strictly political-- there are no other reasons for CBE or CHR to get involved with Telus, and nobody's looking at getting out of the contract. Two Government's, Alberta and BC, handed them the business on a silver platter. No other reason for this to have transpired. It's costing them more, and we're receiving worse service.

K.I.T.

Although there was no discussion with respect to the KIT Team, please find attached Hilary Smith's Report as Attachment #4. They are still in need of liaisons at certain sites (please see attached), and if you're interested in volunteering, please e-mail (hpsmith@cbe.ab.ca) or call Hilary directly at 403.294.8695.

AGM 2008

This past year has been very interesting, exciting and frustrating! We have gone through a variety of challenges together and have come out of these challenges on the plus side.

We started with Strike Actions that we had to do in June to let the CBE know that we were serious about being valuable people in the organization. We were noticed by the parents, press and administration as well as our colleagues. Even though we were told that we did not disturb anything and the schools got along just fine, I know for a fact this is not true. At the end of the day we ended up with 5% retro, an \$800 prorated signing bonus, 4.53% effective September 1, 2008, the term for Main Body and PSS was for three years. We also got 100% paid benefits and drug cards as of 2009. We had job share language put in our Collective Agreement, a new Educational/Improvement Leave, and four weeks of vacation after five years of service, or 8% vacation paid bi-weekly after five years of service for 10 month members.

We also created a Task Force Committee to come up with solutions to our issues that were left on the table such as 10 months pay over 12 months. You will hear a report on the Task Force later in the meeting.

There are still a few issues that we are dealing with, an example being People Soft, which you will hear about in Bill's report.

I have found this year we are getting a lot more questions surrounding the Collective Agreement. Members are starting to question what is being asked of them. I have been attending many meetings with members in regards to issues between support staff and their supervisors. This is a good thing in our eyes as it shows us that members are standing up for their rights in the Collective Agreement and that is what it is all about. I am sure with all the issues that are out there it will be another challenging and interesting year for all of us.

Just a reminder that there will be an Info/Election Meeting in the spring of 2009. There are openings on the Board of Directors, so please consider putting your name forward.

On behalf of the Directors and myself, we would like to thank you for your continued support.

Task Force Reports

Cathy Evanochko's Report

The Staff Association representatives on the Task Force are Cathy Evanochko, Hilary Smith, Jenica Copithorne and Albert Herscovitch. We have had three meetings so far, and meeting notes from the first two meetings are posted on the CBE Website as well as SA's Website. The notes from the third meeting should be posted later this week.

At the first meeting, the four SA reps worked together and the four CBE reps worked together separately to develop a list of what we felt the relationship issues were. At the last meeting, we each individually grouped the issues and then together developed a list of five overarching statements that we feel reflect the relationship issues identified. We will take this information to the SA Task Advisory Committee to get feedback and examples of situations that we can test against these five statements. The task force will then look at what recommendations for change might be made using the five statements as filters for various situations. The Task Force is not going to directly address the five outstanding bargaining issues, but will be asking others to provide opportunities rather than roadblocks around the outstanding items. The first one to work on is the 10 months pay over 12 months, and Joel Benjamin and Bill Flookes have been working together to make a presentation around this to the Task Force next week.

At the first meeting of the Task Force, all participants committed to working in a positive manner and to providing an environment of safety for the Task Force members so issues could be discussed in an open and honest way.

Hilary Smith's Report

I have found working with the other members of the Chief Superintendent's Task Force to be a very positive experience. The three meetings we have had so far have been very much on-target and we have produced some tangible working documents. I was pleasantly surprised to see how "both sides" had very similar areas of concern with regards to our working relationship. It has provided us with some middle ground to work on. It has also been quite enlightening to see what misconceptions have been held by both the CBE and SA teams. The draft document that we have worked on with which to filter ongoing issues will be tested at the Advisory Committee Meeting on November 5th, and the results presented to the Task Force Committee on November 6th. This is going to be an ongoing action that will continue after Dr. Croskery retires.

Jenica Copithorne's Report

With respect to Cathy and Hilary's reports, I would just like to add how Naomi Johnson, our Chairperson, keeps the group on task and focused. As well, she is aware that each of us has come in to this work with our own expectations or agenda, but keeps us working on our common goal -- to rebuild the working relationship. She does not let one person dominate; therefore, each of us feels comfortable being an equal part in this work. It is a safe environment where we can share our thoughts without repercussions.

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TSS

We and CUPE have moved along in our negotiations with TSS during September, however, we have hit a bump with TSS and their National Service Delivery Model. Things are on hold until the employer explains to their employees exactly how they intend to move all of them into only five job categories and pay grids. There will be a meeting of all staff at TSS this Thursday to explain the new plan.

Jean and I have met our TSS members to talk about where we are in negotiations and some of the problems, including the NSDM. We reconfirmed their agreement about the one certificate and contract and their transfer over to CUPE which will probably occur at the end of this process. We also confirmed for them that they will vote separately from CUPE and by secret ballot for that to happen.

We had Brandis Purcell on our negotiation committee but she just resigned from TSS, and that makes the 4th person we have lost from our negotiations which says much about TSS.

PeopleSoft

Have Mercy!

Jean and I met with ATA, CUPE and Trades about our collective problems, and again with ATA last week and have decided on a course of action which will result in another presentation to the Trustees. We await the report of Employment Standards on the February through June period and I am talking to the health employees in BC who are trying to avoid our particular hell in dealing with TSS.

Keith Molyneux is a welcome addition to the CBE help line, but none of the unions are willing to accept this continuous need for assistance that exists still at CHR for example.

Staffing and TSS and Seniority Lists

We are still using the February lists as Compensation hasn't figured out how to generate lists properly from PeopleSoft. We are missing the May and September lists. We also don't know who is laid off and how long and what their status is.

This makes it difficult for Jean and I to deal with all the mess they made with layoff and recall this year. When you put these mistakes together with the other PeopleSoft debacle we end up with members who are hurt two or three ways and

with even more misinformation and greater difficulty in determining what they are missing and what it will take to rectify their problems.

Demutualization Etc.

The Judge has suggested that the CBE and the Unions represented by ATA try to settle (Wanda Stevenson was at the hearing). Jean and I met with the Union group at the ATA offices to give our permission for the ATA to negotiate for us.

This matter has now gone to Arbitration.

Grievances

We have the two PeopleSoft Grievances outstanding and we have talked to Bill J. as to whether we may want to issue new ones with penalties attached or other consequences for the CBE.

Two Grievances for PSS on vacation not being included in the calculation of LTD, Life and AD&D etc. We have heard that the CBE will pay individuals and we will be talking on the go-forward as this affects both agreements now with the change of vacation pay for ten month in the main body. They will implement this for the main body in January, but should something (LTD or Death) happen before then they will act as if it had already been implemented.

The CBE is looking at paying a list of our members who were off sick (operations and long term) during the strike.

We have also requested that the CBE report the year as a full pensionable year without the strike days affecting LAPP. The CBE has reported the time as "absent without the authority of the employer."

STRIKE

General conversation about the Strike -- what worked and what needs addressing.

BENEFITS

The CBE has agreed to comeback to the Benefits Advisory Committee on December 2nd with their proposed positive changes to the Benefit Plan. The CBE has already started the process for the introduction of the Drug Card on April 1, 2009.

Hello everyone!

The KIT Team is celebrating its 5th year in action and we are pleased to say that over 90 per cent of our schools and worksites have an assigned KIT liaison in place.

With the large number of department name changes and relocations, some school closures and amalgamations of programs etc, it may be that there are some sites out there that have gone 'missing'.

If you'd like to make sure your worksite is covered or if you'd like to be added to our KIT Liaison list, please give me a call or email me and I'll take it from there.

Thanks so much to all our current KIT Liaisons for all their efforts in helping us to 'get the word out'!

SITES WITHOUT LIAISONS (as of November 4, 2008)

Banting & Best Elem.
Chinook Park Elem.
Edgemont School
Harold W. Riley Elem.
Hillhurst Community
Somerset School
Communications - Ed. Centre
Computer and Network Services- Ed. Centre
Corporate Financials
Corporate Security- Ed. Centre
Payroll Operations- Ed. Centre
Revenue/Finance- Ed. Centre
Safety Services - Corp. Risk Mgmt.
SSS - Career Pathways
STS/ITS

