

Calgary Board of Education
Staff Association

Information Meeting
March 20, 2003

1. **Chairperson's Call to Order (7:00 p.m.)**

2. **Greetings and Introduction**

3. **Elections (Nominations from the Floor)**

- nomination from the floor - Shelly Walper

Motion to end nominations - Dorothy Hall, 2nd by Bernice Girous

Ann Craig (Library Assistant Colonel Macleod School): I have been a Director with Staff Association for 4 years. I enjoy being involved in organizations that benefit peoples' lifestyles. We have a very good Staff Association and I would like to continue to work with the other Directors to make it even better. I work as a Library Assistant at Colonel Macleod School.

Sherry Vaskovics (Waiver Clerk - Finance - Education Centre): I have been a director for just a little over a year now. I have only worked at the Education Centre and realized that there needs to be representation there. I also need to know what is happening at the school level.

Fred Klestinec (Coordinator, Design & Construction - Highfield): [I started with the Calgary Board of Education in June of 1978 as a carpenter. During my employment I have served as shop steward for the Carpenters Union for a period of 10 years. I also served on the executive board for the United Brotherhood of Carpenters, local 2103, for 10 years. I worked on the Maintenance Labor Management Committee for 10 years. I became a CLC Facility Specialist in December 1996, CLC 2 Mount View. Joined Staff Association in August 1999 as Coordinator, Design and Construction Services - Highfield. Reason for applying to become a Board of Director, Staff Association, is I will strive to make the CBE an enjoyable and respectful work environment.](#)

Lois Robb (C-Secretary- Edgemont School): Good Evening, my name is Lois Robb. I am a firm believer of our Staff Association Motto –“Through Communication Comes Understanding”. This is true of our work as Directors of Staff Association, not only with you the membership, but with the Leadership of the CBE and other stakeholder groups. When we meet with these people, we are your voice – we bring forward the concerns and issues that you communicate to us. As a director for 5 years and serving 2 terms as Vice-Chair I have had the opportunity to live the motto and would welcome the opportunity to continue this work by serving as a Director for Staff Association.

Laurie de Mille (Administrative Secretary - Hillhurst Community School): Good Evening, and thank you for coming tonight. My name is Laurie de Mille, and I am running for re-election for the position of Director of the Staff Association. I have been on the Board of Directors for just over 5 years, and for the past two years have been the Recording Secretary for the Association. During my terms in office, I have been involved on the Public Relations Committee, have been the editor of the Staff Association Newsletter, have been a member of the Mutual Interest Board and the Chief Superintendent's Operating Policies and Procedures committee. I have been an employee of the CBE for 15 years, and have worked as a Lunchroom Supervisor, "C" Secretary, Single-school Secretary and am currently employed as an Administrative Secretary at Hillhurst Community School. If I am re-elected, I plan to continue my focus of communication to our membership - helping to ensure that all those covered under the Staff Association Collective Agreements understand their rights and responsibilities as members of our Association. Thank you.

Shelly Walper: [I am glad to see so many here tonight, but it's sad that the reason that most people are here is because there is money involved. I was at the meeting in October and there were so few people there that I](#)

was most dismayed. Our Board of Directors work so hard on our behalf and could really use extra help, so I decided that I would offer assistance in any way I can.

4. Election Vote (Ballot)

Volunteer scrutineers were: Brenda Pedersen, Judy Cromb, Bernice Giroux, Terrell Walker, Sheila Vase, Bernice Vini, Susan Gauthier, Carolyn Freund

5. Results of election: Directors Elected: Anne Craig, Fred Kresnik, Lois Robb, Laurie de Mille

Motion to have ballots destroyed: Sherri Kendrick, 2nd Mary Pickett.

1. Perusal of Memorandum of Agreement

Jean gave reasons why the Collective Agreement wasn't sent out to membership in advance - printing, proofing, etc. took time and it would have meant having the vote after spring break rather than before had we done so - felt membership wanted a contract in effect ASAP.

Items members wanted addressed were workload, severance, retroactive pay and a wage increase. We won two out of four of these - the other two are still very actively being sought. Another workload survey will be going out in April - we ask our members to please be sure to give their input.

2. Questions/Answers

Q: January this year CBE changed amount of money paid to AHC.

A: *Works out to 89/11 split. We're paying the 11%. A year ago CBE was a year behind the actual change when the actual change was put in place - still the same 70/30 split.*

Q: Changing the duration of the contract - to coincide with ATA/CUPE and CBE's fiscal year. How will this benefit S.A. in their negotiations. IF this does not work in our benefit, can this be changed again?

A: *May not benefit us, other than it is now in line with the CBE budget, so in line with what comes to the table by way of wages. Has to be give and take on both sides. Our contract used to be up on Aug. 31 every two years. S.A. changed this several years ago - this has now been changed back - changes in E.R. necessitates this change. Changes are always possible, however having our C.A. aligned with the fiscal year, we are looking at increases the CBE can't budget for. It is to our benefit to work along with the fiscal budget when negotiation our increases. Also allowed us to get another wage increase in next year.*

Q: There was some great big pot of money sitting somewhere, waiting to be disbursed - where is it?

Second question is regard to lieu time - how can people really do this?

A: *LTD "pot of money" - a year ago we thought we had an answer to the LTD issue. Run into a snag because it didn't answer the needs of the retired employees. Now have a proposal from the CBE before the Court of Queens Bench - going in front of the courts Everyone who is now still and employee will now have some money coming to them - must advertise all across Canada for everyone to come forward to get their share. This will cost a great deal of money, so will reduce the payout each gets. The contribution time is from 1986??k so all those who contributed will receive funds on a pro-rated basis. If no court agreement and federal government interference re taxes, then should be payouts next fall.*

Lieu time: Huge support staff issue. Dealt with in two areas of CA - one in overtime - mutually agreed for pay or lieu time. Second area is in Article 19 - memorandum talks about possibility of lieu time - you can work ahead to get time off for when you wish it. What concerns us is that the lieu time is supposed to be there, but is never actually given. We have told CBE we will be coming after them for this! We need to pay attention to this area - we will go to bat for you if you require assistance - it is getting worse instead of better. Superintendents agreed today that there is a major issue - we intend to push the issue.

Q: If this agreement is ratified, states temp. employees pay is retroactive - confirm that it is retro active for everybody. Secondly, when will this be paid out?

A: Retro pay is for everybody. Will be presented to the Trustees for ratification the third week in april -

possibly see \$4 the end of May.

Q: Does ratified mean no changes to any words in the documents. Page 9, Article 15 - sick leave with pay - last paragraph 15.8.1. When we are in difficulty, they attempt to use our agreement to deny us our rights. Have concern as to how management will interpret this. Word absence concerns me - everything above it concerns health leave. Can anything be done about changing this?

Page 3 - item 11, article 5, "preference for promotion - 2nd paragraph require clarification. Does this mean that permanent employees have first priority, or does it mean they have equal priority?

A: This means they have equal priority. A temp would be on the same grounds as a qualified internal candidate. States they MAY be considered.

Q: Did you try to negotiate an addition step for all other ranges (D, E, etc.)

3. A: Board initiative to add to steps H, I, J - we did not agree to this unless we could add a step 9 to the C grid. What you do when you are negotiation, you work with what you can. You can't get everything for everybody. We will continue to work on all other categories. In negotiation survey, came out loud and clear that C category needs to be addressed. Identified in negotiation survey. One small step at a time, it does take time to get to everyone.

Q: Will retro pay be on a separate cheque? Has Board given guarantee that there will be no increased layoffs.

A: You never ever get any guarantees about layoffs. Retro will be on a separate cheque.

Q: Appendix C on pay schedule - change needed.

A: Thank you for finding this - we ask everyone to cheque their pay grid to ensure it is correct.

Q: Why is it that when negotiations come up, why do teachers get more than us? Do we decrease in value every year?

A: We have done very well over the past few years (since 1996), we have got very significant wage increases. In the last set of negotiations, we actually had a higher rate of increase than the ATA did. Teachers got an extra 6% from the government. There was an arbitrated settlement and lost a lot (i.e. their PTR to get this increase).

Q: As we get closer to the layoff and recall time of year, article 7.2.3, displacement rights. Does not say anything about seniority over employee displaced. Is this an omission, or does seniority not come into play?

A: This is saying that seniority is seniority - can be six months or one week. This actually strengthens seniority issues, not weakens it.

Q: Page 9 - sick leave - used to be 30 working days says it used to be a mandatory program. New one does not say mandatory.

A: It is your choice whether you participate or not.

Q: Could you please clarify the three days before the students come in in High schools - can we bank lieu time if we come in the three days before - how do we receive it in the end.

A: Lieu time appears in overtime - more than 7 hours in a day, Saturdays and Sunday, etc. also 19.5. If you work out an arrangement that is ok for you - we don't need to know about that - It needs to work for

you.

4. Ratification Vote (Ballot)

Move that we accept the contract: Ross Emery - Wendy Clarke seconded. Vote - count: 496/33 Overwhelmingly ratified.

Ratification scrutineers were: Bernice Giroux, Carolyn Freund, Hilary Smith, Maureen Chapeski

Motion by Bernice Giroux that ballots be destroyed, 2nd by Carolyn Freund.

C.B.E. Staff Association Information Sheet Candidates running for the position of Staff Association Director (Two year term)

Support Staff Allocation – Page 36

The intent of the CBE was to remove this Letter of Intent from the Collective Agreement but because they did not want to address the Workload Issue at the negotiation table it will remain in the agreement. The Workload Issue was the #1 priority as identified in the Negotiation Survey we sent out a couple of years ago and we could not let it slide!

In some positions our members might be working excess hours because they choose to but we believe those extra 15 to 20 minutes or longer that members put in before or after work to finish a task, is because they are desperately trying to relieve their workload. This has become widespread amongst Support Staff.

The result is intensified paces of work with heaped on responsibilities that are crushing our members.

Overwork includes some or all of the following:

- Working long and difficult hours
- Unreasonable work demands
- Multi-tasking and multi-skilling
- Performance monitoring
- Unreasonable management expectations

Overwork is characterized by all or some of the attributes is extremely harmful for members, affecting their health, work performance morale and life outside of work. Many of our members have trouble leaving work on time due to overwork resulting in many members working unpaid time.

A simple concept but a good one is **TAKE YOUR BREAKS!** Your collective agreement states that you are entitled to coffee and lunch breaks – make sure that you are taking these breaks! Similarly, your Collective Agreement states that you have specific hours of work, you should stick to those hours of work! If you work fifteen extra minutes a day or more as we know some of you do, that time is not generally compensated.

The body and mind need to rest. A fifteen minute break can really help. Taking a break reminds members that they have some control over their jobs. If a supervisor sees you working through your breaks on a regular basis to complete tasks, that supervisor will assume that you do not need a break from work and will likely assign at least the equivalent of 15 more minutes of work.

A 12 month employee working an extra 15 minutes per day, over the months of September to June equals 8 days per year. While we know that you have 8 Fridays off over the summer months, we are aware that many of you put in more than the 15 minutes. **10** days equals **4%** of your wages.

A 10 month employee in a school working a 1.0 FTE (35 hours per week)

200 school days less the Stat. Holidays = 191 days

x 15 extra minutes per day =

2865 minutes

48 hours or

6.8 days of work for free over the school

year!

At this rate you are giving the CBE the last week of June for **FREE!** **Think about it, is that what you want??**