

CBE STAFF ASSOCIATION NEGOTIATIONS SURVEY RESULTS

PLEASE NOTE: 981 SURVEYS RETURNED – NON RESPONSES NOT RECORDED

SALARY	NOT CRITICAL			ABSOLUTELY CRITICAL	
1. A salary increase of _____% on the current 2003/2004 salaries.	1	2	3	4	5
	40	36	145	235	461
2. Provide recognized career development programs through Chinook College for current CBE employees to enable you to meet CBE qualifications.	1	2	3	4	5
	83	92	275	203	318

BENEFITS	NOT CRITICAL			ABSOLUTELY CRITICAL	
3. Board to pay 100% of premiums of Group Benefits Plan.	1	2	3	4	5
	55	75	193	229	358
4. Benefits Plan to use “Pay Direct Drug Card”.	1	2	3	4	5
	73	75	151	284	427
5. Provide Early Retirement Incentive Plan.	1	2	3	4	5
	76	75	201	235	319
6. Provide Severance Plan.	1	2	3	4	5
	45	60	219	275	330
7. Allow for _____discretionary days.	1	2	3	4	5
	64	62	99	53	141

RESPONSES FOR DISCRETIONARY DAYS RANGED FROM 1 – 30 DAYS

WORKING CONDITIONS	NOT CRITICAL			ABSOLUTELY CRITICAL	
	1	2	3	4	5
8. Address the increasing workload.	29	41	104	199	518
9. Ensure that staff are not working beyond their position descriptions.	31	34	230	217	299
10. Immediately replace staff who are off sick.	58	85	201	97	312
11. Immediately replace all staff on leaves.	73	77	210	273	320
12. Make school based staff 12 month employees.	192	108	165	114	374
13. Implement a minimum FTE for school based staff.	56	164	184	155	359

14. For the following school-based positions the minimum FTE should be (examples are: School Assistant, Library Assistant, C Secretary, Admin. Secretary, ESL Assistants etc.)	.429 (15 hrs. wk)	.572 (20 hrs. wk)	.715 (25 hrs. wk)	.858 (30 hrs. wk)	1.0 (35 hrs. wk.)
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RESPONSES FOR INDIVIDUAL POSITIONS FOR QUESTION #14 ON NEXT PAGE.

RESPONSES					
Lunch Supervisors	13 members wanted .286				
Lunch Supervisors	6	1	2		1
Lead Lunch Supervisors	6	1	1		
Educational Assistants	4	11	15	29	51
Computer Science Tech	1	1	1		2
Bookkeeper	1	2	1		
Lunchroom Cooks		2	1		
Library Assistants	6	30	46	53	42
School Assistants	32	31	38	19	14
C Secretary	8	29	21	22	46
Admin. Secretary		3	6	6	122
ESL Assistant	20	25	19	23	9
Library Techs		1	1	5	

Priority One: A salary increase of ___% on the current 2003/2004 salaries

Priority Two: Address the increasing workload

Priority Three: Board to pay 100 % of premiums of Group Benefits Plan

THANK YOU TO ALL WHO WERE ABLE TO TAKE THE TIME TO RESPOND TO THE SURVEY. THESE RESPONSES ENABLE OUR NEGOTIATION TEAM TO BETTER SERVE THE MEMBERSHIP WHEN WORKING ON PROPOSALS FOR NEGOTIATIONS.