

This round of Negotiations finds us looking for

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Why Respect?

It is an accepted belief that even though we have our own unique roles and responsibilities within the CBE as individuals we should be treated fairly and with respect. This understanding formed the basis of both Article 1 – Purpose in our Collective Agreement and the Working Relationship Commitment Document developed by the CBE Administration, Board of Trustees, all Unions and Employee Groups.

The CBE has demonstrated a lack of respect by the reduction of minimum hours of work for Staff Association members from 2 hours to 1 _ without consultation with Staff Association and ignoring all previous recognized practices, the continuous adjustment of the allocation timeline, again without consultation, as well as increasing use of volunteers to replace the lost hours of Staff Association members, and in some instances the “abuse by appreciation”, the disempowering of our members, and the subtle pressure used to expand our members workloads.

In May we will be requesting that we open our Collective Agreements for negotiation. The Negotiation Team consists of Jean Minifie, Chairperson, Bill Flookes, Manager, Lois Robb, Vice-Chair, Dorothy Hall, Secretary/Treasurer, Fred Klestinec, Director, Albert Herscovitch, Director, and Bryan Hicks, Director. The bargaining process for negotiations is still undetermined.

Explanation of Negotiation Preparation Process

The Negotiation Team has met monthly for September, October, and November and weekly since December 2003. In planning for a proposal package for negotiations the Negotiation Team uses a number of elements; the Collective Agreement, Negotiation Survey, member issues/concerns/grievances dealt with through our office, director input, information arising through various meetings/committees (such as Support Staffing, Benefits, etc.), other Collective Agreements within the Board as well as outside, and unfinished issues from previous negotiations. Throughout the year we flag areas to address in negotiations.

When we look at the issues they are broken down into categories, as they will be put forward in our package presented to the CBE Negotiation Team following standard negotiation practice.

Housekeeping

Typos, consistent use of letters or numbering, clarification of language, putting existing practices into the Collective Agreement.

Issue/Proposals

Issues and proposals are put forward to improve working conditions for Staff Association membership. These include changes to existing practices, new practices, and changes arising from legal interpretations.

Article 19 – General Leave of Absence

Old Clause 19.5

Leave of absence with pay, for a period not exceeding two (2) days, may be granted by a department head or a principal, provided it is mutually agreed by the respective department head, or principal, and the employee, that the time allowed will be made up by the employee at the regular rate of pay.

New Clause – 19.5

*Leave of absence with pay, for a period not exceeding two (2) days, **shall** be granted by a principal or supervisor unless the operational/work requirements of the school or the department prevent the granting of this leave. This leave with pay shall be made up by the employee on an hour for hour basis at a time mutually agreed to by the employee and the principal or supervisor.*

Monetary

Includes % increase, term of agreement, any proposal with \$'s attached (such as vacation, benefits, step changes on grid etc.)

**Staff Association Negotiation Team – presentation re: Upcoming Negotiations
March 24, 2004**

The areas we are focusing on are:

- Workload – (RESPECT)
 - Allocation/staff ratios/minimum FTE
 - Training (specific to positions within the CBE)
 - Pay for work we do
 - Overtime/banked time (we would like to eliminate the use of the words “Lieu Time”)
 - Abuse
- Staff Development Fund Increases
- Grievance Process
- Benefits
 - Enhance benefits (eg. % of employee contribution, drug card)
 - Sick Leave (eg. Incentive Program – Full-time 12 month employees shall be entitled to choose either an additional 5 days vacation or a bonus equal to 5 days pay, paid by February 15, if during the preceding calendar year such employee has not been absent due to leave of absence without pay for more than 5 consecutive working days requested by the employee or due to illness, disability or non-occupational accident. This entitlement will be reduced by 1 day for each day absent for the above mentioned reasons during the preceding calendar year. 10- month and part-time employees shall be eligible for the pro-rated additional vacations entitlement based on time worked during the year).
 - Annual Service Award
 - Discretionary Days
 - Compassionate Leave (aunt, uncle, etc.)
 - Enhancement of Leaves (eg. Professional Improvement Leave)
 - Vacations
- Severance
- Pension – baseline drop to 14 hours
- The option of 10 month pay over 12 months
- Monetary (wages etc.)
- Service Gratuity (currently referred to as Retirement Allowance)
- Date of ratification