

CBE STAFF ASSOCIATION NEGOTIATIONS SURVEY

The purpose of this survey is to assist your negotiation team in formulating issues that you would like to be negotiated this time when we open our contract in May 2004. Your input is essential if we are to present your interests.

Please take the time to fill out the survey and return to the Staff Association office via interschool mail by no later than November 15, 2003.

SALARY	NOT CRITICAL				ABSOLUTELY CRITICAL	
1. A salary increase of _____% on the current 2003/2004 salaries.	1	2	3	4	5	
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	

BENEFITS	NOT CRITICAL				ABSOLUTELY CRITICAL	
3. Board to pay 100% of premiums of Group Benefits Plan.	1	2	3	4	5	
4. Benefits Plan to use "Pay Direct Drug Card".	1	2	3	4	5	
5. Provide Early Retirement Incentive Plan.	1	2	3	4	5	
6. Provide Severance Plan.	1	2	3	4	5	
7. Allow for _____ discretionary days.	1	2	3	4	5	

WORKING CONDITIONS	NOT CRITICAL				ABSOLUTELY CRITICAL	
8. Address the increasing workload.	1	2	3	4	5	
9. Ensure that staff are not working beyond their position descriptions.						
10. Immediately replace staff who are off sick.	1	2	3	4	5	
11. Immediately replace all staff on leaves.	1	2	3	4	5	
12. Make school based staff 12 month employees.	1	2	3	4	5	

13. Implement a minimum FTE for school based staff.	1	2	3	4	5
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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.) Please Print:	.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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Your negotiation team would like to know what your priorities are for the coming contract. Please list your three (3) priorities from the fourteen (14) listed above.

Priority One: _____ Priority Two: _____ Priority Three: _____

COMMENTS: Please make suggestions on issues that you feel are not addressed above.

PLEASE RETURN YOUR COMPLETED SURVEY TO THE STAFF ASSOCIATION OFFICE LOCATED AT SHERWOOD COMMUNITY SCHOOL BY NOVEMBER 15, 2003. THANK YOU FOR YOUR TIME, EFFORT AND COOPERATION!!