



PLEASE POST IN STAFF ROOMS

www.cbestaffassociation.ab.ca

September 2011 - No 1

Welcome back everyone!

We hope you are all rejuvenated and looking forward to the 2011/2012 year!

It's been a challenging time the past three months with cuts, displacements, and resulting layoffs due to the budget deficit and we still have the September 30th count ahead of us. Staffing has been working hard to find positions for our members. We know that there are going to be some tough times this year due to lack of people and enough time to do the work that needs to be done. Saying that, we also know what a resilient group we are and how we always find a way to step up to the plate, but that can come at a high cost personally. The added stress can take its toll on your health and you all need to take time for yourselves and look after you. Make sure you take your breaks from work as they allow you to come back refreshed to take on the challenges of the work you do.

There is a lot happening here at the Staff Association office with the redesign of our new website which will help to improve our communication with all of you. Watch for the launch of the new site during the week of September 26th - 30th. Like anything new it will have its glitches but we will work through the bugs as they happen and keep things going. We are very excited that you will be able to apply for Staff Development funding online and later on this year register for Convention sessions online as well. As the work progresses we are looking forward to communicating with all of you through our portal. With approximately 3,500 members the process to get everything in place to accomplish our goals will take some time. Keeping up with changing technologies can be a full-time job. We hope you will have patience with us throughout this year knowing that everything we are working on is intended to improve things for you.

Like any organization we go through growing pains as things change and evolve. People and other things around us change constantly. History plays an important role and we need to honour that. Everyone who has come before has helped to shape Staff Association over the years. Now it is our turn. This year has seen a significant change in the Board of Directors and Executive and as a Board we are excited about the future of Staff Association. Our key goal is to improve communication.

As always please call or e-mail us here at the office if you have any questions or concerns.

On behalf of the Staff Association Board of Directors and Office Staff,

Lois Robb

Chairperson, Staff Association

Negotiations Continue

In May we reported that it was clear we would not be able to conclude an Agreement with CBE prior to the summer break and that we would focus on reaching agreement on a couple of primary interests of ours around lay-off and re-call and changes to hours of work before breaking for the summer and reconvening this fall.

We were able to finalize agreement in June on what we believe will be improvements all around with respect to lay-off and re-call and had some spirited discussions about hours of work. On September 8th we reconvened and have set a target date of mid-November to have a Memorandum of Agreement concluded for each (Main and PSS) agreement so that we have something concrete to share with you at the November General Meeting. While this may seem optimistic in view of the time taken to date, we've had frank discussions of how to accomplish it and are optimistic, certainly with respect to the non-monetary issues, that it is possible. The wild card remains money and monetary issues. We'll keep you apprised as much as possible in the interim.

Supervision of Students

As an outcome of the Chief Superintendent's Task Force, the CBE and the Staff Association agreed on the following parameters regarding student supervision:

- *The only Support Staff who are **required** to supervise students at lunch time or on the playground are those who occupy positions that have this as part of their Position Description. These positions are:*
 - *Breakfast Supervisor*
 - *Lunchroom Supervisor*
 - *Lead Lunchroom Supervisor*
 - *School Assistant*
- *Education Assistants and ELL Assistants can be **offered additional** time to supervise students.*
- *The offer must involve a discussion between the Principal and the staff member. No coercion, threats or bullying tactics can be used. Under no circumstances can the Principal request that an Education Assistant or ELL Assistant take on these duties as part of their existing time.*
- *If the Support Staff is not agreeable to taking on additional time to supervise students, their decision is final.*
- *Education Assistants and ELL Assistants must be paid at their current hourly wage for any supervision of students.*

If you have been coerced, threatened or bullied into taking on supervision of students, please contact the Staff Association office immediately.

Breaks From Work

As per Clause 11.3 of the Staff Association Main Body Collective Agreement, members are entitled to breaks from work as follows:

- ❖ members who work less than three hours in one day are not entitled to a paid break;
- ❖ members who work three to five hours in one day are entitled to one paid 15 minute break; and
- ❖ members who work more than five hours in one day are entitled to two paid fifteen minute breaks, one in the morning and one in the afternoon.

If you work more than 5 hours in a day you are also entitled to an unpaid break of between 30 and 60 minutes. If you are not receiving the breaks you are entitled to or if you have any questions regarding breaks from work, please contact the Staff Association office.

OUR AGM IS COMING!!

Wednesday, November 16th, 2011

7:00 p.m.

Radisson Hotel

2120 - 16th Avenue NE

(corner of 16th Avenue and 19th Street)



If you have a question for Staff Association that you would like to have answered in our next FYI, please submit your question to Dawn Scott via e-mail at dascott@staffassociation.ca. Please reference "FYI Question" on the subject line.



YOUR BOARD OF DIRECTORS				
Responsibility	Director	Work Location	Phone Number	E-mail Address
Chairperson	Lois Robb	S.A. Office	403.242.7555, x1	lmrobb@staffassociation.ca
Vice-Chairperson	Lindy Lemay	Education Centre	403.817.7268	lelemay@staffassociation.ca
Treasurer	Sherry Vaskovics	Education Centre	403.817.7435	slvaskovics@staffassociation.ca
Director/Secretary	Jen Copithorne	Sir Winston Churchill HS	403.289.9241, x2127	jecopithorne@staffassociation.ca
Director	Charlene Barva	Education Centre		cjbarva@staffassociation.ca
Director	April Byers	Area III, HW Riley Centre	403.777.6233, x7012	acbyers@staffassociation.ca
Director	Larry Frandle	Centennial HS	403.256.8140, x2237	lafrandle@staffassociation.ca
Director	Fred Fuchs	Highfield	403.294.8443	fafuchs@staffassociation.ca
Director	Wanda Stevenson	Christine Meikle	403.777.6770	wjstevenson@staffassociation.ca
Staff Association Office Staff				
Manager	Albert Herscovitch		403.242.7555, x4	aherscovitch@staffassociation.ca
Manager	Mark Johnson		403.242.7555, x2	mrjohnson@staffassociation.ca
Staff Association Secretary	Dawn Scott		403.242.7555, x0	dascott@staffassociation.ca
Support & PSS Staff Development Funding & Convention Coordinator	Sue Wenaas		403.242.7555, x3	sewenaas@staffassociation.ca