



C.B.E STAFF ASSOCIATION – December 2007

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Negotiation Update

Your Negotiation Team has met with the CBE 13 times since the beginning of September. SA and the CBE have exchanged housekeeping items and have come to agreements on some, however there are still some outstanding. The last few times the Negotiation Team and the CBE have met we exchanged proposals on non-monetary items. After numerous discussions and not reaching agreement your Negotiation Team decided to present their position to the CBE and have the CBE present their position. Your Negotiation Team is not willing to give up any of your entitlements in your Collective Agreement.

Scheduled Hours of Work for 10 Month School Based

The hours that you work are set into a schedule in accordance with **Clause 11.1.1, 11.1.2, and 11.1.3** of our Collective Agreement. The additional piece is that Employment Standards say that you must have a minimum of half an hour (1/2) for lunch. **Clause 11.3** says you are entitled to two (2) fifteen minute breaks (if you work over 5 hours per day). **Article 12** speaks of overtime and **Clause 19.6, 19.7 and 19.9** speaks of time off.

Organizational and Professional days are regular work days and cannot be scheduled off unless through **Article 19** which is at the employees initiative. The CBE sent out a circular to all principals last year to address just such issues.

Prep time and supervision of students in classrooms should be organized with other teachers **NOT** utilizing support staff as this would be something that ATA and SA would consider a violation, as in doing the work of the teacher.

LTD Refund

I have not heard from any support staff who were entitled to the refund not receiving the check. Staff Association members would like to thank the ATA for their persistence, patience and resources for ensuring the members got what was rightfully theirs. **THANK YOU!**

Welcome

*The Board of Directors and the Staff Association would like to welcome Sonya Gillis our new Administrative Assistant. Sonya comes to us from F.E. Osborne Junior High School which is a very different environment from our office. It is a huge learning curve but we have every confidence that Sonya will be able to handle it. **WELCOME SONYA!***

On behalf of the Chairperson, Manager, Board of Directors, Administrative Assistant and Staff Development/Convention Administrator we would all like to wish you and yours a very restful and happy Christmas along with all the best in the coming 2008 year.

*Jean Minifie
Chairperson
CBE Staff Association*

*Collective Agreement
Issues/Concerns/Questions contact us @
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