

PLEASE POST IN STAFF ROOMS www.cbstaffassociation.ab.ca

September 2010 - No 1

F_{OR}

Y_{OUR}

I_{NFORMATION}

WELCOME BACK

It seems so long ago, but we did experience a break - soggy as it was! We would like to welcome you back for another very interesting and more challenging year than last!!

NEGOTIATION UPDATE

The Staff Association Bargaining Committee, comprised of Jean Minifie, Dorothy Hall, Lois Robb, Wanda Stevenson, Sherry Vaskovics, Albert Herscovitch and Mark Johnson commenced meetings with the CBE on September 9th, and plan to meet weekly towards finalizing a new Collective Agreement. The CBE Bargaining Committee is comprised of Keith Peterson (Director, Human Resources), Tracey Ross (Manager, Recruitment and Workforce Strategies – Support Staff), Troy Garrecht (HR Advisor); Sydney Smith (Director, Special Education) and Diane Yee (Director, Area I). The previous Collective Agreement remains in effect while negotiations continue.

TELUS GOT IT RIGHT

OK, it's a bait and switch headline – a "desired future state" that all want but doesn't seem imminent. Having grabbed your attention, however, just a reminder to continue to regularly check your pay stubs / advices and contact payroll immediately regarding any discrepancies or with any questions you have. If you experience difficulty getting the information or clarity you seek please let us know.

MORE PRESSURE, LESS MONEY?

Upheaval has characterized the past few months for many of our members as they are faced with reduced hours, lost positions, displacements and so forth, attributed primarily to budgets being squeezed. For those who have accepted reduced hours it will be important to remember that with such reduction must be a commensurate reduction in workload – you can't be expected to do everything you were at 30 hours per week in 20 hours per week, for example. Another potential for fallout from reduced staffing is use of volunteers to backfill work included in support staff position descriptions and normally performed by them. CBE has agreed that this is not permitted and it is addressed in Article 6.4 of our Collective Agreement: "**Volunteers will not be used to replace or reduce the weekly hours of work of permanent employees.**" If you are experiencing or are aware of problems in these areas, please let us know so we can help address and resolve them.

CIVIL & TRUSTEES ELECTION VOTE

Be informed! Make selections wisely! Get out and Vote!

Collective Agreement 101

STARTING THE YEAR OFF RIGHT

Clause 12.6 of the Staff Association **Main Body** Collective Agreement requires that a meeting be held at each work unit to discuss the extent to which overtime can be anticipated, clarify the process for approval and establish the terms for compensating employees. All support staff within the work unit are to be provided with written confirmation of decisions reached. Please refer to Clause 12.6 for details.

Clause 12.5 of the Staff Association **PSS** Collective Agreement requires a meeting to develop parameters regarding hours of work to ensure both the quality of program delivery and a viable workload for employees. The parameters are to be confirmed in writing and provided to employees. Please refer to Clause 12.5 for details.

OUR AGM IS COMING!!

Wednesday, November 3rd, 2010
7:00 p.m.

Radisson Hotel
2120 - 16th Avenue NE
(corner of 16th Avenue and 19th Street)



The SA Board of Directors would be happy to organize a "Meet & Greet!"

We would welcome the opportunity to meet with any interested group and would be more than pleased to help organize such an event. Please contact Jean Minifie at the Staff Association at 403.242.7555 ext. 1.

Questions &
Answers

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	Jean Minifie	S.A. Office	403.242.7555, x1	jvminifie@staffassociation.ca
Area I	Jenica Copithorne	Sir Winston Churchill HS	403.	jecopithorne@staffassociation.ca
Area II	Almas Rajwani-Rawji	Kingsland Centre	403.777.7373, x7383	arawji@staffassociation.ca
Area III	Dorothy Hall	Discovering Choices	403.777.8384	dmhall@staffassociation.ca
Area IV	Daniel McLaughlin	Jack James HS	403.248.4054, x2110	dmclaughlin@staffassociation.ca
Area V	Wanda Stevenson	Christine Meikle	403.777.6770	wjstevenson@staffassociation.ca
Chinook Learning	Lois Robb	William Aberhart HS	403.289.2551, x407	lmrobb@staffassociation.ca
Highfield	Lindy Lemay	Education Centre	403.294.8470	lelemay@staffassociation.ca
Education Centre	Sherry Vaskovics/ Maxwell Girvan (IT)	Education Centre Education Centre	403.294.8542 403.294.8127	slvaskovics@staffassociation.ca mhgirvan@staffassociation.ca
Parkdale/PSS	Lois Robb	William Aberhart HS	403.289.2551, x407	lmrobb@staffassociation.ca
	Albert Herscovitch	Manager, SA	403.242.7555, x4	
	Mark Johnson	Manager, SA	403.242.7555, x2	
	Dawn Scott	Secretary, SA	403.242.7555, x0	
Sue Wenaas	Support & P.S.S. Professional Development Funding/ Convention Coordinator			403.242.7555, ext. 3 403.203.1716 (fax)