

Key Proposals Tentatively Agreed To

➤ Article 3 – Definitions:

- **Employee Status:** **Continuous** – No end date
Term Specific – Specified end date for a project of more than 4 months up to 10 months or to replace an employee absent for greater than 4 months

Casual – Employed on a day to day basis or for a period of 4 months or less
- **Temporary Position:** A position created for a project or activity whose duration is a maximum of 10 months

Key Proposals Cont'd

➤ **Clause 5.4.1 - Promotions and Transfer:**

Term specific employees can apply for positions as internal candidates after 6 months.

Posting out allowed at any time - those employees who have held their current positions for 10 months or greater will be given first consideration.

➤ **Clause 5.5.2 - Trial period:**

If the trial period is unsuccessful and a vacant position is not available within 2 months, the employee will be identified for transfer and recall based on their prior position

Key Proposals Cont'd

➤ Article 7 – Lay-Off and Recall:

Employees identified for transfer and who decline a placement the first time will move to the bottom of the placement list and continue to be eligible for recall rather than be on their own to find a position. Following a second decline, the employee may apply for posted positions as an internal candidate for 1 year.

Employees not placed and subsequently laid off shall have the opportunity to decline 1 placement as above.

Displacements will be based on Field of Employment and Weekly Hours of Work category as of the date of lay-off rather than the May 15 Seniority List.

Key Proposals Cont'd

➤ **Article 19 – General Leave of Absence:**

Leave without pay granted by the Principal/Supervisor increased from 5 to 10 days.

Five year employment requirement to apply for a general leave of absence removed.

Leave at half pay (personal days) increased from 2 to 5 days and the ability of the Principal/Supervisor to refuse the leave minimized.

Key Proposals Cont'd

➤ **Article 19 – Leave of Absence Cont'd:**

Leave for religious holy days at full pay rather than half pay and the maximum of three days removed.

Leave for attendance of a high school graduation increased from ½ day to 1 day.

Leave with pay granted to an Employee to write an examination for the purpose of increasing academic or professional qualifications.

Key Proposals Cont'd

➤ **Article 20 - Group Benefits:**

No reduction in the amounts of benefits can occur without prior approval of the Staff Association.

➤ **Article 24 - Grievance Procedure:**

Time allowed for the Staff Association to lodge a grievance increased from 10 to 40 days.

The Chief Superintendent removed from individual grievances.

Key Proposals Cont'd

➤ **Article 31 - Management Rights:**

An employee who is to be disciplined must be notified of their rights to Staff Association representation and copies of all discipline letters sent to the Association.

State of the World - Support Staff Sept. 2010 – Aug. 2011

- Edmonton Public School Board (Support Staff)
AAWE (2.92%)
- Edmonton Catholic School Board (Support Staff)
AAWE (2.92%)
- Calgary Catholic School Board (Support Staff)
AAWE (2.92%)
- Calgary Board of Ed. (CUPE)
AAWE (2.92%) + Market Adj.

State of the World - Support Staff Sept. 2011 – Aug. 2012

- Edmonton Public School Board (Support Staff)
AAWE (4.54%)
- Edmonton Catholic School Board (Support Staff)
AAWE (4.54%) tentative
- Calgary Catholic School Board (Support Staff)
AAWE (4.54%)
- Calgary Board of Education (CUPE)
AAWE (4.54%) + Market Adj.

CBE Wage Proposal

Sept. 2010 – Aug. 2014

➤ Date of Ratification

\$1,000 Signing Bonus Prorated

10 Hrs per week - \$286

15 Hrs per week - \$429

20 Hrs per week - \$586

25 Hrs per week - \$715

30 Hrs per week - \$858

- Sept. 2010 – Aug. 2011 0.0%
- Sept. 2011 – Aug. 2012 0.0%
- Sept. 2012 – Aug. 2013 2.0%
- Sept. 2013 – Aug. 2014 2.5%

- Removal of Retroactivity Clause from Collective Agreement.
- Delete lay-off allowance provisions.

Entitlements Proposed by CBE for Term Specific Employees

- Sick Leave
- Compassionate Leave
- Benefits
- Partial Health Spending Account
- Internal candidate status after 6 months