

news release

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CBE Board of Trustees ratifies collective agreements with teachers, and skilled trades

CALGARY— The Board of Trustees of the Calgary Board of Education has ratified two collective agreements, one with teachers and one with its skilled trades.

“We are delighted that we have reached these agreements with our staff groups whose work we value. Whether in the classroom or in support of our schools, they ensure that each and every student achieves success,” Sheila Taylor, chair of the Board of Trustees, said today. “The agreements allow us to continue to attract and retain high quality staff within available resources.”

Taylor said both agreements respect the current fiscal reality and support the attraction and retention of qualified teachers and skilled trades employees, while providing appropriate employee compensation that is “fair and market sensitive relative to other comparable organizations.”

The memorandum of agreement with the Alberta Teachers’ Association, Local 38, was signed Sept. 23 and ratified by the Board Tuesday. The ATA ratified the agreement Nov. 6 for approximately 7,886 ATA members.

The collective agreement between the CBE and ATA expired in August 2012. In July 2012, the ATA, Government of Alberta, and the Alberta School Boards Association announced tripartite discussions focused on a provincial framework to conclude collective bargaining. Local bargaining between the CBE and ATA continued in parallel to the provincial discussions. The Government and ATA reached a tentative agreement on March 13, 2013. The Framework Agreement applied to all school boards and set out terms of employment for teachers until Aug. 31, 2016.

The agreement provides the following monetary adjustments:

- 0.41 per cent increase in salary grid rates effective Sept. 1, 2014 to bring the CBE rates to the modified provincial average
- 1.0 per cent lump sum payment to teachers based on the salary grid in effect on Nov. 1, 2015, and to be paid by Dec. 30, 2015
- 2.0 per cent increase in salary grid, allowances and substitute daily rates effective Sept. 1, 2015.

The agreement supports effective learning by ensuring three years of uninterrupted teaching for students. It also ensures flexibility to support optimum deployment of teachers in support of student outcomes, improves efficiency and effectiveness of the grievance process and protects management rights.

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**Calgary Board
of Education**

The agreement with the skilled trades, who bargain under the Bargaining Council of the Calgary Board of Education Construction and Maintenance Skilled Trades Unions (Council), was a mediated settlement.

The council represents about 120 plumbers, painters, sheet metal workers, electricians and carpenters. The collective agreement between the CBE and Council expired Jan. 31, 2013. Bargaining started in February and the parties met 13 times before it went to mediation in November. The mediator was able to bring the two sides together. The Bargaining Council voted in favour of the agreement Nov. 13.

The agreement provides the following monetary adjustments:

- 2.0 per cent wage increase effective Feb. 1, 2013
- 1.0 per cent wage increase effective Sept. 1, 2013
- 2.0 per cent wage increase effective Feb. 1, 2014
- 0.5 per cent wage increase effective Sept. 1, 2014

These adjustments are staged to achieve continued market comparability within Calgary and Alberta, where the competition for skilled trades is intense.

Funds for both agreements have been set aside in the CBE budget. The agreements are in line with agreements that have been reached with other CBE unions.

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