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UCCE NEWS & VIEWS

June 2013
Extra Edition

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General Holiday Scheduling

When you are checking your schedule for the weeks that contain a General Holidays (aka: Stat. Holidays, Long Weekends etc.) there are some very specific rules in the Collective Agreement (CA) that must be followed. Article 21—General Holidays contains the majority of these rules, however, there are some in the Scheduling Article (Article 9) that seem to get overlooked.

Clause 9.42 of the Scheduling Article (Article 9) states "The most senior Employees scheduled to work the weekend, which in-

cludes a General Holiday, shall be scheduled to work the General Holiday, if required."

How does this relate to you, you ask. What this means is that if you are scheduled to work the weekend (or part of the weekend) that is directly preceded or followed by a General holiday, you are entitled to work on the General Holiday, if required. You would be entitled to work the holiday before someone who has been scheduled off that weekend.

Clause 9.28 of the same article, states that Casual employees (C's) must be available to work on weekends, General Holidays and if needed, any combination of

evenings &/or closing shifts..... This means that you can be worked outside of your regular restrictions on the General Holiday.

Please be sure you are checking your schedule for all weeks containing a General Holiday very closely. If there is a problem, let your manager know or if you are not comfortable doing that, call the Union office. It is much easier to correct an error prior to the actual week the holiday is in.

We would like to ensure this is being scheduled accurately for everyone.

By Myrna Pollock

Article 9.28 Casuals shall be hired for Operational Requirements. Casuals must be available to work on weekends, general holidays.....

Article 9.42 The most senior Employees scheduled to work the weekend, which includes a general holiday, shall be scheduled to work the general holiday, if required.

Article 21.9 When a general holiday occurs, the basic workweek shall be reduced by eight (8) hours per general holiday for all Employees. However, if a full-time Employee is scheduled to work on a general holiday, the schedule must show eight (8) hours on the general holiday plus thirty-two (32) additional hours. All hours worked in excess of the reduced hours of work for that week, shall be considered overtime at one and a half (1½) times.

Examples:

- a. Full-time Employees working on a general holiday shall receive:
 - 8 hours general holiday pay;
 - 1½ times for all hours worked on the general holiday;
 - 32 hours pay for 32 regular hours worked.
- b. Full-time Employees not working on a general holiday shall receive:
 - 8 hours general holiday pay;
 - 32 hours pay for 32 regular hours worked.
- c. When two general holidays fall within the same week, full-time Employees working on the general holidays shall receive:
 - 16 hours general holiday pay;
 - 1½ times for all hours worked on the general holidays;
 - 24 hours pay for 24 regular hours worked.
- d. When two general holidays fall within the same week, full-time Employees not working on the general holidays shall receive:
 - 16 hours general holiday pay;
 - 24 hours pay for 24 regular hours worked.

Article 21.10 If an A or B Employee is scheduled to work on a general holiday, these hours shall form part of the Employee's guaranteed hours.

Article 21.11 In a week with one (1) general holiday, part-time and casual Employees may be allowed to work up to thirty-two (32) regular hours at straight time in addition to those hours worked on the general holiday. In a week with two (2) general holidays, part-time and casual Employees may be allowed to work up to twenty-four (24) regular hours at straight time in addition to those hours worked on the general holidays



Newsletter Committee:

Myrna Pollock, Chair

Committee Members:

Debbie Pearson

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We need your input. Please send your news, announcements, letters, questions, happy thoughts, concerns or complaints to the Newsletter Committee C/O the U.C.C.E. Office through the Inter-office mail

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General Meeting

July 9, 2013

7:00 p.m.

at the

Union Office

420—35 Ave N.E.

**Hope to C U
there!**