

# UCCE NEWS & VIEWS

July/Aug. 2013  
Edition

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with the public and we need to adhere to professionalism at the workplace.

There is always someone to talk to if you are experiencing troubles or need to address concerns. There are managers, shop stewards if there is one at your centre and also the Union office.

So, before you lash out, scream and yell remember others may be listening and watching. Set an example and it may prevent unnecessary stress for yourself when you keep it professional.

By Dave Pilz



"When I was hired for this 9 to 5 job, they didn't say it was 9 PM to 5 AM."

## It's About Time!

Time lines that is.



### Initial Probation:

**A & B** employees are on initial probation for **17** consecutive weeks. (Art. 11.1 – 11.3)

There are to be **two** reviews given, one before week **6** and another before week **12**.

**Casual** employees are on initial probation for **21** consecutive weeks.

There are to be **two** reviews given, one before week **8** and another before week **16**.

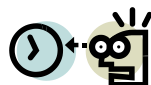


### Class Trial Probation:

**12** weeks probation with **two** reviews at weeks **4** and **8**, for all employees except the following:

Supervisors, File Maintenance, Decorators, GUC and Meat Cutters. These classifications shall be on class trial for **17** weeks with **two** reviews at weeks **6** and **12**. (Art. 11.4 – 11.6)

Class trial reversion is only available to the employee between weeks **4** and **7**. (Art. 11.8)



### Discipline:

**Step One** – Active for **90** calendar days

**Step Two** – Active for **180** calendar days

**Step Three** – Active for **365** calendar days

### Vacations:

Vacation Calendar Year **May 1 – April 30** (Art. 20.16)

After **one** year continuous service – **2** weeks

After **three** years – **3** weeks

After **eight** years – **4** weeks

After **thirteen** years – **5** weeks

After **eighteen** years – **6** weeks

After **twenty-five** years – **7** weeks (A & B employees only)



### Miscellaneous:

**WCB -2** years to file employee claim

**Hours between pay raises- 500** for groups 1,2,3,4 and Liquor group 1.

All other groups are **1250** hours. (Art. 30 pgs. 117-124)

**Night Shift Premium- \$2.00** per hour worked between **10:00 pm** and **6:00 am**. (Art. 30 pg.114)

By Debbie Pearson

## Keep It Professional

Sometimes we can let our emotion carry us away at the workplace.

Maybe we're stressed out or maybe we're frustrated, there's always a time and a place to express ourselves. Whether it is on a break in the staff room, in the warehouse or on the sales floor, we need to always remember we deal directly





## Feeling Sick & Tired??

When you call in sick and Management/Supervisor asks for a Doctor's note there is certain information that needs to be included on that note.

1. The employee's name.
2. Date seen by the physician (date of absence). Back-dated notes will not be accepted.
3. A clear statement that the employee is unable to work in any capacity due to illness/injury. A statement that the employee was "seen" is not acceptable.
4. The duration of the illness/incapacitation.



Medical certificates not containing the above information will not be accepted and as such, the absence may be considered an unauthorized absence. If a Doctor's note is asked for, the Company will reimburse the employee up to a maximum of \$35.00 for the cost of the note provided there is a receipt. (Art. 16.6) If an employee calls in sick and is NOT asked for a Doctor's note and the employee brings one in, then the employer is not obligated to pay for it. If you have any concerns, please call the union office.

By Heather Snider



### Newsletter Committee:

Myrna Pollock, Chair

### Committee Members:

Debbie Pearson

David Pilz

Heather Snider

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!

## Dear Aunt Flabby



Dear Aunt Flabby,

My Manager told me that it's ok for me to climb in the compacto to clear a jam. Is this true?

Yours truly,

Stinky Sam

Dear Sam,

*Good heavens NO! You don't ever have to do anything that's a danger to you or others. That's the one time when you can tell a manager NO without getting in trouble. Don't miss that opportunity!!*  
A.F.

\*We are considering giving Aunt Flabby a regular spot. Any questions you may have for Aunt Flabby send to her at: [auntflabby@ucce.info](mailto:auntflabby@ucce.info)



## Quick Quips

- ☺ On August 1, A & B employees who are on benefits and have completed 3 years of continuous service shall be eligible to receive \$500.00 to assist with health & wellness related expenses.
- ☺ Bargaining is on-going. The committee is working hard at getting a good contract.
- ☺ When asked to initial something i.e. work record entries, stand-up meetings, p & p, etc. please put the date on as well.
- ☺ If you are unsure of instructions, it is best to get clarification before hand.
- ☺ Before consuming anything, be sure that you have paid for it. Retain the receipt for anything that you are eating.

