

# UCCE NEWS & VIEWS

May/June 2012  
Edition

## Inside This Issue:

### Did You Know.....

#### Thinking of Working

### Did You Know.....

- ☺ A and B employees are not required to work more than 5 days in a row in any combination of weeks, to get their guaranteed hours. **(Article 9.16)** If you wish to work hours above your guarantee, you may have to work more than 5 days to get them.
- ☺ The CA (Collective Agreement) states that if you are scheduled to work the weekend that includes a general holiday, you are entitled to work the general holiday, if needed, by seniority. **(Article 9.42)** If you haven't worked the weekend you don't get to come in & scoop the big bucks on the holiday. Further information about General Holidays and how many hours you should be scheduled can be located in Article #21.
- ☺ There is an option for employees who move into a new classification/job and find that they are not suited to the position or just plain hate it. You are able to revert to your old position after working 4

weeks and before completing 7 weeks. You would revert to your former classification, rate of pay, guaranteed hours and, where possible, former centre/location.

### **(Article 11.8)**

- ☺ When you are on your coffee break, you are required to stay on the property. This is because that coffee break is being paid for by the employer.
- ☺ When you are on an UNPAID lunch break, you can leave the property. You are on your own time and you are only required to be back to work on time.
- ☺ If you are requested by management, and agree to work through your meal or rest periods, you shall be compensated for the entire break at the applicable overtime rate. **(Article 8.19)** A manager must initial the schedule if they have asked you to work through your break. If you take your break at a later time then overtime is not applicable. Managers are not to schedule employees to

work through their breaks.

- ☺ Leaves are granted in the following order: vacation, lieu and then RTO's (Requested Time Off). Once a leave request has been approved it can only be changed through mutual agreement. **(Article 9.66)** Also, RTO's cannot infringe on another employee's right to their weekend off (WEO.)
- ☺ Employees shall receive an additional coffee break before starting 2 hours of overtime and another break for every 2 hours after that. **(Article 8.15)**
- ☺ Overtime cannot be offered on the condition that you bank the overtime. Cont....

