

UCCE NEWS & VIEWS

Jan./Feb. 2013
Edition

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A Blurb

Did you know that our Collective Agreement expired on October 27, 2012? **Fear Not!!** Until a new CA is ratified we will continue to work under the current one. Negotiations are always tough! That's why it is so important to show your support and UNITE. Participate, take action, go to meetings. It's your Contract and your Union. What do you want??

By David Pilz

A Note of Thanks

I'd like to take this opportunity to thank the Newsletter Committee for all their hard work in 2012!! I appreciate all you did towards getting the newsletter out on time.

A special note of thanks to Dave, who stayed home to recuperate from surgery and wrote a number of articles for this issue. Greatly appreciated!!!

From Myrna



Use Up Those Vacation Hours



The vacation year falls between May 1st and April 30th (Article 20.3). Did you know if you don't request the time off for your holiday, management may schedule it for you if it is getting close to the end of the vacation calendar (Article 20.5)! Make sure you book off all the vacation time that you are entitled to. You will need to use up the hours you are allotted. If the money in your vacation bank exceeds your vacation hours, you will be paid the remainder on the first pay period following April 30.

 Are you wondering how much vacation time you have remaining? Talk to your manager and they can check the Hours Validation Report for an accurate accounting of your vacation time. If you still have hours but no money in your vacation bank to go with the hours, you cannot be forced to take the vacation time. However, that being said, you are entitled to the time and can take all you are entitled to, you just need to realize it will be unpaid. There

are many reasons why you could be left with more hours than money. For example: you could have gotten a raise which will deplete your vacation bank faster (earned at a lower rate than when used) or you may have a different position that pays you more or you may have been off with a lengthy sickness or an unpaid leave of absence. The list is endless. Vacation pay is earned on Regular Paid Hours. (See Article 2 Definitions)

Casual employees are paid their vacation pay on every pay period. You do not have a vacation bank to worry about. You are still entitled to take all the time you are allowed. Just remember that when you take your vacation it will be unpaid. To find out how your vacation pay is calculated, see Article 20.3.



So, if it's getting close to April and you still have some holiday time left, book it off and take your vacation when you want to. Many companies do not have 5, 6 or 7 weeks of vacation. So if you have it USE IT! ENJOY IT!!

By David Pilz

Sick?



I recently had minor surgery and had to take some time off work. Our jobs have tough physical requirements like heavy lifting, moving quickly etc. I'm a bit old school and I thought to myself that I didn't want to waste my sick time. I thought I should save it for a rainy day. Well, I came to a realization..... The Rainy Day is here. Whether you are in the hospital or have a nasty flu, if you have sick time, you should use it. Get better and rest. Not to mention you don't want to share what you have and get your co-workers ill.

We have a very decent sick leave section in our Collective Agreement (Article #16). All "A" and "B" employees accumulate 1 hour of sick leave for every 28 regular paid hours ("B"'s are after 3 years of service). That's about 6 hours a month if you are full-time ("A").

If you are asked to provide a Dr.'s note (be sure you know what information is required on the note), Co-op will reimburse you up to \$35.00 when you turn in your note and receipt to your manager (Article 16.6).

So if it's surgery or a stubborn flu, utilize what you've worked hard for. Get healthy; don't make your co-workers sick, go home and get better. The rainy day has come..... use it to get healthy!

By David Pilz



Booking Your Vacation

Every working person looks forward to the time of year when they can take two or three weeks to rest, rejuvenate and get a fresh outlook on the upcoming work year. Co-op and your Union have come up with some guidelines to ensure that staff gets to take their vacation when they want and that they can plan the vacation ahead of time. Here is a list of the timelines that are most important to you:

January 15 – vacation calendar given to employees for them to indicate their preference.

March 1 – each employee may choose one block of eligible vacation time of up to three weeks. These vacation requests are allocated based on seniority and operational need.

March 31 – the department manager shall post a completed vacation schedule in a location where all staff can see it.

Between **March 31 and April 15**, the balance of the initial 3 weeks' vacation and any other vacation owed, may be booked.

By April 30, manager will post final vacation schedule in a spot available to all employees.

April 30 - Any vacation requests after this date shall be granted on a first come first served basis.

We strongly suggest that you not rely on "My Weekend Off" being a given when it comes to vacation. If the event is important, book vacation time.

By Debbie Pearson



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

OR

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 us on 



General Meeting

January 8, 2013

7:00 p.m.

at the

Union Office

420—35 Ave N.E.

Hope to C U there!