

# UCCE NEWS & VIEWS

Jan/Feb 2015  
Edition

Inside This Issue

## Creative Scheduling

Wondering what *Creative Scheduling* is? Read on. First off here's a bit of a history. A few things happened at close to the same time frame and have clouded the rules around scheduling. Since the implementation of electronic scheduling and the practice of paying by the minute, there is a misconception that a person can be scheduled by the minute. This, in fact, is not true. Nor is it true that you can be scheduled in 5 minute increments. What has been agreed to by management is that schedules will continue to be written using 15 minute increments. This means that you cannot be scheduled to start your shift or end your shift on anything but 15 minutes or 30 minutes if you are scheduled to end your shift at 10:15, the expectation is that you work until that time. Do not let managers intimidate you into leaving your shift early because they want to go home. That is a decision you need to make not your manager. Leaving a shift early is something that requires your agreement, it's not something you can be told you have to do.

A footnote to the "paying by the minute", be sure you are being

paid for what you work. When your shift is over, do not continue to work unless your manager has approved and told you that you will be paid for your time.

In closing, if you are being scheduled in any increments other than 15 minutes, ask your manager that your schedule be changed and if there is no change made, contact us at the Union Office.

By Myrna Pollock

## How Your Union works for you.....

From October 13, 2013 to September 21, 2014 various scheduling violations were found in the Crowfoot Fresh to Go department.

A scheduling audit was done and as a result a grievance was filed on our members behalf. In December as a result of the scheduling violations, approximately 28 employees in that department received cheques from \$5.75 to over \$1200.00.

Kim Revenco, a member of your U.C.C.E. Executive has worked tirelessly and countless hours for over one year to re-write schedules and sort out what each member was owed in back pay.

Just another way your union

## Creative Scheduling

How your union works for you

Not Your Job?

Unused Vacation Hours

Dear Rosie

Quick Quips

works behind the scenes.

## Not in your Job Description?

If you are asked to do a certain job and you think it might not be in your job description, then call us at the Union office to get an answer. The answer might be that it is not part of your job and may be as simple as a phone call to your manager informing them to stop it and or to make sure you get paid properly if it is a higher paying classification. On the other hand, we might inform you that what you were doing is part of your job. Either way, you will get an answer. Be very careful about refusing to do a job, because if its not something that could reasonably interfere with your health and safety or that of someone else, you could end up being disciplined or termi-

nated for insubordination, depending on the severity. The general rule is “comply and grieve” which means if there is no safety concern, comply with the request and call the Union office later.

## Use up those Vacation Hours

The vacation year falls between May 1<sup>st</sup> and April 30<sup>th</sup> (Article #20). 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. (Article 2-definitions). Any questions give us a call.



### Newsletter Committee:

Heather Snider, Chair

### Committee Members:

David Pilz

Myrna Pollock

Marta Bronkowski

Tyler Dwyer

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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us on



### General Meeting

Mar. 10 2015

7:00 p.m.

at the

Union Office

420—35th Ave. N.E.

See you there.



Dear Rosie

Dear Rosie,



Being that our uniforms look dirty already, is management going to replace them every 3 months or better yet admit they made a mistake and re issue shirts in black or grey?

Signed, Not so nice looking uniforms.

Dear Not so nice uniforms,

Co-op policy states that full time and 32 hour templated employees get 2 new shirts every 12 months, 28 and 24 hour templated employees get 2 new shirts every 18 months and C employees get 2 new shirts every 24 months. And Yes, we too hope that they will one day realize how dirty and grey they look!!

Rosie



## Quick Quips



**Calgary Co-op Annual General Meeting is Thursday March 26, 2015 at The Carriage House (9030 MacLeod Tr. S.E.) Registration is at 6 pm and the meeting starts at 7pm. Hope to see you there.**

