

UCCE NEWS & VIEWS

July/Aug 2014
Edition

Inside This Issue:

Maximum Hours of work, Work Times, Shift changes and Rest between Shifts....



Maximum daily hours of work...

Employment Standards says an employee's work hours must fall within a 12-hour period in a workday. This means, for example that an employee who begins work at 8 a.m. cannot work past 8 p.m. And don't forget that if you do work a shift of 12 hours you shall be paid a meal allowance of \$10.00 (Article 8.7). This has to be authorized by your manager.

Notice of work times...

The employer must notify its employees of the time at which work starts and ends. This is achieved by the employer posting schedules where they can be accessed by employees.

Article 9.55 reads that there shall be 3 weeks of schedules posted at all times. New schedules must be posted by 6 p.m. on Friday.

Shift changes and rest between shifts...

An employee is not required to change from one shift to another without at least 24 hours verbal notice.

Article 9.56 reads that you be given a minimum of 24 hours notice of "any" change to a posted schedule except in emergency cases or by mutual agreement.

This means that the employer must speak to you concerning a schedule change. They cannot just pen or pencil in a change and think you are going to see it. A lot of employees only check or copy down their schedules once a week. This also means that they cannot leave you a voice mail on your phone as there are lots of people who do not check their voice mail on a regular basis.

Article 9.23 reads that employees shall be allowed a minimum of 10 hours of rest between shifts. If you mutually agree to, or in case of an emergency, the employer then must provide you with a minimum of 8 hours of rest between shifts. The hours more than 8 and less than 10 hours shall be at overtime rates.

Max. Hours of Work....

Uninterrupted Breaks

"U-SCAN"

Steward Recognition

Dear Rosie

Quick Quips

What does "Uninterrupted Break" mean?

So, what does uninterrupted breaks (rest periods) mean? Say you are a cashier on your lunch break. You start your break at 12:30 and at 12:45 you get asked to come back to the front end to help out with the "rush". It's now 1:15 and you head back to your lunch and restart your 30 minute break over. If a manager asks you and you agree to work through your meal or rest period, you shall be compensated at the applicable overtime rate for the entire meal or rest period. Managers are not to schedule Employees to work through rest and lunch breaks.



YOU-SCAN???

No, you cannot put through your own groceries through your own till. The same goes for your families or friends purchases. You must go through another till for your own purchases and have family and friends go through another till or ask your supervisor to put them through your till for you.

Yes, you can go through U-Scan with your own groceries (even though we don't advise it as we feel it takes jobs away from employees. Same with when you go to get gas why not use full service and keep our pump attendants working!).

Steward Recognition



A big thank you to all our stewards who work so hard and do an excellent job. Myrna Pollock (Chief Shop Steward) has recently put up posters in all the centres, head office, gas bars and liquor stores looking for anyone interested in becoming a Union steward. Myrna, Pat and Shelley will be interviewing soon.

Not sure who your Stewards are?

Check the posters in your staff rooms and get to know who your Stewards are. If you have any concerns, questions or issues get in touch with your Steward or the Union office. If there's no steward at your centre, gas bar, or liquor store feel free to contact the Union office at 403 299-6700. If no answer please leave a message.

GET INVOLVED!!

Your Newsletter Committee is looking for 3 UCCE members who are interested in joining the Newsletter Committee. If you are interested please come out to the Special General Meeting on July 8, 2014 @ 7 P.M. @ the Union Office.



Newsletter Committee:

Heather Snider, Chair

Committee Members:

David Pilz

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

Fax — (403)299-6710

OR



reception@ucce.info



#420—35th Avenue NE

Calgary, AB T2E 2K7

Phone (403) 299-6700

Toll free 1-855-299-6700

Fax (403) 299-6710

www.ucce.info



reception@ucce.info



us on

Dear Rosie



Dear Rosie,

Lately I get hot and cold when I am cashing on the till. It seems that it takes forever to take my apron off and then my jacket off and then put my jacket on and then my apron on top. I feel like I am holding up the lines and am getting dirty looks from customers because it takes so long. Anything I can do about this?

From, Hot and Cold at the till.

Dear Hot and Cold,

Since it is policy that the apron must be on top of the jacket, there's not much you can do.

Rosie

Any questions you may have for Rosie send to her at: rosie@ucce.info



Quick Quips

- ☺ **Don't forget to always put the date next to your initials when initialing your work record.**
- ☺ **Nothing should ever be put into your work record that you don't know about!!**
- ☺ **Only supervisors/managers should have access to your work record.**



Special General Meeting

July 8, 2014

7:00 p.m.

at the

Union Office

420—35th Ave. N.E.

See you there.