

UCCE NEWS & VIEWS

March/April 2014
Edition

Inside This Issue:

Beneficiaries

One of our members recently had the misfortune to lose their husband. She has given us a very timely reminder to be passed on to all employees. This is the time of year that we get pension statements and so it becomes a good time to check other documents as well.



Who do you have listed as your beneficiary? Is your next of kin noted correctly on your employee file and with Calco? Has your spouse kept their list of beneficiaries up to date?

One that I recently discovered was that the name on my SIN card was my name from my first marriage. After 32 years you would think that they would connect the dots!

Regardless, correcting any mistakes and keeping things up to date will save you time, stress and from a delay in receiving much needed funds.

Thank-you Diane for the reminder!

Health Spending Account (HSA)

We have been getting lots of requests for what the new HSA will cover. Let's start with the Collective Agreement. It can be found in Arti-

cle #15.9.

*"Effective **Aug. 3, 2014** the company will implement a health spending account (HSA) of \$500.00 per year for Full-time and Part-time employees who are on benefits and have completed three years of continuous service on Aug. 1st of each year." That's pretty self explanatory. You have to have been on benefits (specifically AB Blue Cross Extended Health Benefits) and worked for Co-op for 3 years in a row.*

"On Aug. 1st of each year qualifying employees shall be allocated \$500.00 for their HSA, employees have until July 31 to use their annual HSA credits with the exception of a 60 day grace period to submit previous years expenses." When you are submitting receipts for payment, they must be dated between Aug. 1st and July 31st of the following year. There is a 60 day grace period following July 31st to submit your receipts. The 60th day is Sept. 29th not Sept. 30th so watch out for the timing on that.

"HSA shall cover expenses approved by the Canada Revenue Agency (CRA) that are incurred by the employee and the dependents covered by their benefit plan." I checked out the Canada Revenue Agencies web-site and the list of what is covered is far too extensive to put in the newsletter. I will include how I got to the information:

Beneficiaries

Health Spending Account (HSA)

Dr.'s Notes Again

Cold Weather Safety

Dear Rosie

Quick Quips

Google "**Canada Revenue Agency**" (www.cra-arc.gc.ca/menu-eng.html)

In the search field in the top right corner enter: **medical expenses**.

Click on "**Which Medical Expenses are eligible?**"

This should get you to an **alphabetical list** of allowable expenses. By clicking on any of them more information is shown, for example: if a prescription is required.

On the same page there is a link to "**Authorized medical practitioners by province for the purpose of claiming medical expenses**". This will tell you all the Doctors etc. that are allowable.

At this point, there has been no instructions how to put in a claim however, I'm sure the company will be providing more information when the start time of the plan is nearer.

By Myrna Pollock

Dr.'s Notes Again

It may seem that we harp on about Dr. notes. We do that because it continues to come up in our investigations.

Remember what we said about Dr. Notes:



1. Dated the day you phone in to work.
2. Your first and last names.
3. Expected date of return to work or the next time you will be seeing the doctor.
4. If you are unable to work at all, it MUST SAY: CANNOT WORK IN ANY CAPACITY.
5. You have the right to ask why they are requesting a note in the first place.

If you have any questions or need clarification, call us at 403 299-6700.

By Debbie Pearson

Cold Weather Safety

Winter has been just brutal this year and it's not finished with us yet. I go to the stores and see people taking out groceries or pumping gas and they are not wearing gloves. What are you thinking! Some of the temperatures that we have seen lately will freeze exposed flesh in under a minute. Just imagine showing off your engagement ring to your friends when the flesh of your hand is gnarled and thick with scars because it was frozen. Yuck!



Warm footwear with good grips is another, often overlooked, necessity when working outside. Also cover your ears and head and you are ready to go!



By Debbie Pearson



Newsletter Committee:

Myrna Pollock, Chair

Committee Members:

Debbie Pearson

David Pilz

Heather Snider

Paul Nichols

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



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us on



General Meeting

May 13, 2014

7:00 p.m.

at the

Union Office

420—35th Ave. N.E.

See you there.



Dear Rosie



Dear Rosie,

I am tired of needing to go to managers to get the okay to get stock for the staff room. (forks, knives, spoons, paper towel etc.) Whose job is it exactly to stock up staff room supplies?

Kowboy who's eating with my fingers.

Dear Kowboy,

Each centre is set up differently. In some it is the responsibility of the janitor, some it's the social committee, some it is the Deli department. Check with your CM to find out how it works at your centre. Don't go hungry!

Rosie

*We are considering giving Rosie a regular spot. Any questions you may have for Rosie send to her at: rosie@ucce.info



Quick Quips

- ☺ Being filmed is the same as having your photo taken. If you do not wish to participate you cannot be forced to. Let your manager know that you do not wish to be involved.
- ☺ If you have successfully completed a Class Trial period in a permanent or temporary position you will not be required to repeat the trial period in that classification for a period of 24 months after leaving the classification. Article 11.06.
- ☺ The new Collective Agreement books should be in the Centres soon. The proofing has been completed and we are waiting on the printing. They will be delivered as soon as they are available.

