

# UCCE NEWS & VIEWS

May/June 2015  
Edition

Inside This Issue

## Who You Gonna Call??



One of the most basic functions of your Union, is to act as a resource for employment related issues. As U.C.C.E. members you have the right to approach your Union for advice, guidance and assistance in dealing with any concerns you may have.

The best place to resolve most problems is at store level, however the best procedure for accomplishing this may, at times, be confusing.

This is where we can help. Listed below are some suggested methods.

- A) You may deal directly with your supervisor or manager. If you are not comfortable doing this on your own, proceed to option B. If you are not satisfied with the results of having accessed management on your own, proceed to option B.
- B) Contact your shop steward (if you have one) or The Union Office for guidance and support. The two of you may then decide if you wish to proceed on your own or with the assistance of the Union. The choice is yours.

C) If the concern is not resolved to your satisfaction at store level, you should then advance the problem to the Union Office.

D) If you feel the problem in question could affect more than just you or your centre, please contact your Union Office at 299-6700.

E) Still confused? Don't hesitate to call us at 299-6700.

The main goal is to resolve problems as quickly and painlessly as possible for all concerned.

## #18 Store Closure

The South Trail Crossing food Centre will be closed by the end of June 2015. All employees at South Trail Crossing will be offered positions at other food centre locations (in accordance with all options and rights of the employees under the collective agreement.) The South Trail gas bar and wine, spirits and beer will remain open.

## RTO's

The first thing you need to realize is that RTO stands for requested time off. Not required time off. You also need to realize that schedules are written 3 weeks ahead of the time so you

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#18 Store Closure

RTO's

B Employees MAXED!

Dear Rosie

must let the scheduler know at least a month before you need the time off. RTO's may be granted as long as they do not interfere with the rights of other staff to have their weekends off or to take vacation. There must also be a "fair and reasonable distribution" of such requests subject to the rule of first come first served and seniority. There must be an RTO book in each department that is accessible to all employees in that department. Don't depend on getting your RTO just because you put it in the book. Question your scheduler as the time nears to ensure that they remember it. If it appears that they can't grant it to you, start finding someone else who can take your shift. If it is really important maybe you should consider using vacation time. If you have any questions or concerns about RTO's give us a call at 403-299-6700.

# B EMPLOYEES TO BE MAXED OUT !!!

As a result of a grievance filed by your Union dating back to August 2014, beginning May 3, 2015 and through September 12, 2015 inclusive, B employees will be scheduled to their preferred maximum hours prior to allocating any hours to C employees.

Wherever possible, an attempt should be made to reach the maximum hours in 5 days in seniority order.

This shall be based on total hours available without creating or extending shifts to meet the employee's personal maximum.

Any questions, call the Union Office at  
(403) 299-6700



## 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

OR

Fax — (403)299-6710

OR



Reception@ucce.info

**U.C.C.E.**  
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us on



## Special General Meeting

May 12, 2015

7:00 p.m.

at the

## Union Office

420—35th Ave. N.E.

See you there.

Dear Rosie

Dear Rosie,

I was recently shopping at Superstore and found identical white golf shirts like our Co-op uniform shirts. They were only 2 for \$20.00. This is much cheaper than purchasing them through Co-op (my employer). Would it be okay to wear them? As a full time Deli clerk 2 shirts just aren't enough.

Signed,

Just wanting to look neat and tidy.

Dear

Neat and Tidy,

If the shirts are identical, I cannot see why not. If you are ever not sure, ask your manager for the okay. We are hearing from a lot of employees who are saying that just 2 shirts doesn't seem to cut it. Especially since they don't stay white for very long!

Sincerely,

Rosie

Any questions you may have for Rosie send to her at:  
[rosie@ucce.info](mailto:rosie@ucce.info)



## Quick Quips

- ☺ Casual employees can request to change their availability up to four (4x) times per year by completing a new Availability Form and submitting it four (4) weeks prior to the effective date of the change.
- ☺ Casual employees must be available a minimum of an evening shift **EITHER** Saturday **OR** Sunday and general holidays.
- ☺ Casuals hired after April 28, 1997 are not "entitled" to weekends off, but may "request" weekends off. Casuals hired prior to April 28, 1997 are entitled to one (1) week-end off in every eight (8) weeks.

