

UCCE NEWS & VIEWS

Mar/Apr..2019
Edition

Inside This Issue:

Vacation Calendars
and Approvals

Shop Stewards

EFAP

General Holiday Pay

Seeking Shop Stewards

Are you..... friendly,
enthusiastic, fair, a good
listener, approachable,
conscientious, trustworthy
and courageous?

Can you..... organize,
educate, communicate, lead
and keep a confidence?

If you have the qualities
above, you might want to
think about being a Shop
Steward.

We are looking for more Shop
Stewards at the centres. If
you think it is something you
might be interested in doing
or you have some questions
about the responsibilities and
time obligations, don't
hesitate to call.

**Please contact
Heather Snider ,
Chief Shop Steward
at 403-299-6700
by Mar 29 2019.**

**UNION
YES** 

Wondering if you got your vacation request?



Are you not sure how vacation requests are granted and when you can be assured that your request was approved? By March 31st your manager should post a completed vacation schedule (from round 1) in a location where all Employees of the department can view it. By April 30th the Department Manager should have posted the final vacation schedule. This vacation schedule shall remain posted for the vacation year. Any requests after April 30th shall be granted on a first come, first served basis. Remember that approved vacations time is only applicable in the classification/Centre/Location in which it was approved. So if you apply for a transfer you may want to be sure your vacation approval can be honored at your new location. You can refer to your Collective Agreement **Article 20.14 to 20.23**. If your department does not have your vacation schedule posted by then, please request your Manager to do so. If it's still not posted or you have questions, give us a call at 403-299-6700.



**We do not recommend that you
book any flights or make any
non-refundable deposits without
your vacation time being
approved in writing.**

Too often we get calls from employees who have already booked trips or flights and not received clear or written approval for vacations or extended leaves.

Your request for vacation or time off can be denied leaving you in a situation that can be costly and very stressful. Don't put yourself in that predicament! If your Manager does not commit or respond definitively to your request, then call the Union Office and we can assist in achieving a response.

If you should require a LOA (Leave of Absence), complete and submit a Leave of Absence request form to the Centre/Dept Manager preferably 90 but not less than 28 days prior to the start of the leave. You should be advised of the Employer's decision within 7 days of the request.

See Article #19- Leave of Absence

Do you know you have an EFAP Program?

Your Employee and Family Assistance Program (EFAP) is available to assist you in achieving your health and wellness goals. If you are in need of counselling, coaching or just some support with any of life's challenges, then be sure to utilize this free resource. There are a wide range of things that the program can help you with. Remember this is at no cost to you.

You can choose counselling by phone, online, or in person. There are many offices in various locations and you can even express a gender preference. A caring and supportive, confidential environment is provided so take the effective steps to improve your well-being and be the best you can be.

If you are experiencing difficulties such as marital, family, relationships, stress, anxiety, addictions, life transitions or other personal issues..... there are counsellors available to tend to your specific needs.

Need life balance support such as childcare and parenting, elder and family care, legal or financial advice?

Perhaps you need advice on career planning, workplace issues or you are considering retirement.

If you want to develop a healthier lifestyle, they offer health related assistance such as smoking cessation, weight management or nutrition.

Life can present personal and/or workplace issues that affect our well-being every day. Sometimes we need a little support and guidance to help us through difficult times. For a pamphlet you can contact the Union Office, your CM, Department Manager or Customer Service Office. You can also call **1-800-663-1142** or visit their website at www.homewoodhumansolutions.com. Someone is available 24/7.

Confidentiality is guaranteed. You won't be identified to anyone including your employer!

Change to General Holiday Pay for Part-Time Employees

Article 21.06 in your Collective Agreement books is no longer valid. As of Jan 1 2019 there is new Alberta legislation that has changed the way general holiday pay is calculated and paid for part time employees. Instead of the "average daily wage" it has been changed to 5% of wages, vacation pay and general holiday pay earned in the four weeks preceding a general holiday. This ensures that everyone who has worked in the 4 weeks before a Statutory Holiday shall now qualify for general holiday pay. 🤗



Newsletter Committee:

Kathy Carberry, Chair

Committee Members:

Heather Snider

Allison Sorvisto

Sherry Kirby

We need your input. Please send your news, questions, announcements, letters, compliments, 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 email

reception@ucce.info



U.C.C.E.
UNION of CALGARY CO-OP EMPLOYEES

#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



General Meetings

Tuesday Mar 12 2019

Tuesday May 14 2019

7:00 p.m.

at the

Union Office

420—35 Ave N.E.

Hope to see you there!