

UCCE NEWS & VIEWS

May/June 2019
Edition

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Scheduling Article 9.26 in your Collective Agreement states:

Casuals shall be scheduled (on a weekly basis) by Seniority within their Classification with senior employees receiving at least as many hours as junior employees subject to their availability. Where possible, Casuals shall not have more day shifts than the most junior employee in the A&B category combined. It is understood that when comparing the number of day shifts, equal consideration is given to the other scheduling rules in the collective agreement. Only shifts of the same length will be considered and it is not expected to add hours to the current schedule. Where an employee identifies an issue with the administration of this article, they are to bring it to the immediate attention of the manager prior to the shift being worked. **No dispute will be considered after the shifts have been worked.**

There should be 3 weeks of posted schedules at all times allowing for time and opportunity to address and correct any violations. So **don't wait** to call and inquire if you have questions regarding this or any other article in the Collective Agreement. The sooner that an issue can be identified the better in order to achieve a resolution.



Calco Club - (Social Club for all Calgary Coop Employees)

We often get phone calls from employees stating that they “did not get their gift card from the Union for their bereavement, sick time, birth of baby etc. *This is not a function of the Union but rather your Calco Social Club.* The Gift Program is administered and provided by Calco and includes all Coop Employees and not just employees covered by the Collective Agreement. There will be a Social Committee Member at your home store where you can direct your inquiries or you can call the main Calco line at 403-219-6030 and someone will return your call.

Gift Program: Local Social Committees look after the gift program. All employees have the option of a Coop \$40.00 gift card or a Donation to a charity of their choice (\$40.00 value).

Gift Program Eligibility: Immediately upon hire, all employees are entitled to the gift program for Bereavement, as defined in Policy or the Collective Agreement (18.01, 18.02).

Employees with at least 12 months of employment are entitled to receive the gift program in the event of illness or surgery, where the employee is away from work for (5) five consecutive shifts or longer.

Employees with at least 12 months of employment are entitled to receive the gift program in the event of

births, adoptions and weddings. If both parties are employees, then both are entitled to the gift program.

Employees with at least 36 months of employment are entitled to the gift program upon the employee's resignation of their employment.

Retirement Program Eligibility

Calco Treasurer completes this on a quarterly basis.

Members with at least 36 months of continuous employment and whose employment ceases as a result of eligibility for Canada Pension, Superannuation Pension or any Disability Pension or who left employment in good standing with Continuous Calgary Co-op Service of 25 years or more, shall be entitled to receive a gift in the form of money based on the following formula: \$200.00 for the first 3 years of service and an additional \$20.00 for each and every year of service thereafter.



Are you an A or B employee?

Working in Retail can make it difficult to schedule a life outside your job. If you would like to sign up for a class, attend an activity that your child participates in, or just have some static personal or family time, then that could be possible. The Collective Agreement article 9.10 states :

A and B Employees may restrict themselves for one (1) day or evening shift. Employees shall be available to work a shift other than their restricted shift, if required on that day. The restricted shift can occur on any day from Monday to Thursday inclusive. Such restricted shift shall not result in a reduction of an Employee's guaranteed hours. The initial approval of these restricted shifts shall be limited to the Operational Requirements of the department/Location (i.e. may be limited as to the number of Employees who may choose the same restriction) and granted on the basis of Seniority. Employees, on a first come first served basis, may request a change to their restricted shift twice per year, subject to the Operational Requirements of the department/Location and the availability of the requested shift, with four (4) weeks written notice. For the purposes of this clause only, a day shift restriction shall mean not starting before 1 pm and an evening shift restriction shall mean not working past 6:00 pm. This clause is not applicable to Employees whose schedule requires them to work only day or evening or midnight shifts.

So "Get a Life" or at least a little bit of one. Just remember to do it on a morning or evening between Monday and Thursday.

Call-In Procedure

Call-in hours shall be distributed by Seniority within the classification within that Centre/Location. These hours shall be given to Employees in that Classification, in Seniority order, whose schedules do not result in Overtime. For each call-in, the process shall begin with the most senior Employee.

Sign up for the call-in list is voluntary. Acceptance of a call-in shift is voluntary.

So if a "C" Employee calls in sick and that shift is being replaced, the call-in starts at the most senior employee. (A, B, and C category combined).



Newsletter Committee:

Kathy Carberry, Chair

Committee Members:

Heather Snider

Sherry Kirby

Allison Sorvisto

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

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us on 



General Meeting

Tuesday May 14 2019

7:00 p.m.

at the

Union Office

420—35 Ave N.E.

Employees stay when they are:



Paid well



Mentored



Challenged



Promoted



Involved



Appreciated



Valued



On a mission



Empowered



Trusted