

UCCE NEWS & VIEWS

Sept/Oct 2019

Edition

Inside This Issue:

Texting with your Manager

Work Life Balance

UCCE visiting your Centre

Internal Theft

Texting with your Manager

Article 9.57 in your Collective Agreement states:

Employees shall be given a minimum of twenty-four (24) hours notice of "any" change to the posted schedule except in emergency cases or by mutual agreement. It shall be the Employer's responsibility to notify each Employee **verbally** of any changes in the posted schedule that directly affects them. Changes shall not negatively affect the Employee's minimum guaranteed hours. The Employer shall be reasonable in the application of this clause.

We have had complaints from Employees receiving unwanted texts and or phone calls after hours and on days off. They can include schedule changes, being asked questions, or have even been given a list of duties and expectations for the next day. Although it is common to be instructed to call a Dept. Manager when they are out of the workplace, this expectation is not reciprocal for unionized workers. You are not required to be available for work related issues on your personal time. If you do not wish to be contacted at all or for anything other than for shift call-ins, then make your Manager and/or Supervisors aware. If you are still having issues, please contact the Union. 403-299-6700.

Of course, phone calls must be made for shift call-ins. Sign up for the call in list is voluntary. Acceptance of any call-in shift is also voluntary.

Keep in mind that checking your email from home is working off the clock and a violation of the Collective Agreement.

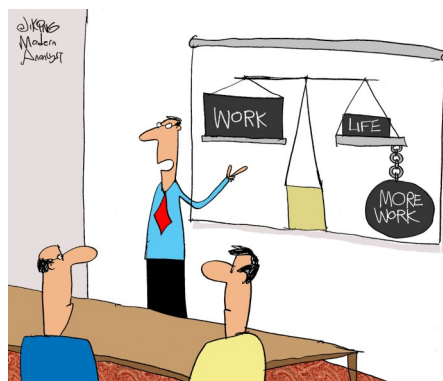
Your personal time is precious and important to your wellbeing. It is important to be able to disconnect from the workplace to destress and recharge yourself.

Downtime can dramatically improve mental and physical health and our personal relationships..... clearly taking time off from work to focus on your spouse, family, or friends can only improve your relationships. Downtime can be essential for mental, physical, and social health.

*****Remember*****

Any schedule changes should be verbal and initialled by the parties.

9.58 - The manager, or their designate, and the Employee shall initial any and all changes to the schedule. There shall be no "white-out" used on posted schedules.



"The good news is that we were able to solve the work-life balance problem for our analysts... with more work."

Wondering Why UCCE may be visiting your store?

UCCE is your Union and represents you and your interests in the workplace. So if you see a Union Executive in your Centre or location, we are there to do our job and ensure our Members are being fairly represented. Your interests are represented not only through Collective Bargaining, but also when your Employer requests an investigation that involves a unionized member. **The Union does not discipline or terminate.** We are there to make sure that you are being treated fairly, the facts are correct and that you get to respond to any accusations brought against you. We are also there to make sure that **your** Collective Agreement is being followed. Protecting the rights of all members ensures that your rights will be protected as well. So next time you see us, know we are there to support our Members!

Can your Social Media comments get you disciplined or fired?

Can an employee's off duty online conduct (i.e. posting personal status updates, photos, or comments outside of work hours) lead to discipline or termination? Yes, it most certainly can.

Unfortunately, people wrongly believe that what they post on their personal page is private and protected speech. Too often they leave work after a tough day and comment a little too candidly on the day's events. No matter how tempted you are to use Facebook or other social media to share views about your job, your employer, or coworkers behaviors, you may be putting your employment at risk.

There are more and more examples of employers taking action against employees for these posts.

Even if your privacy settings only allow your friends to view your page, any of them can share your comments, pictures and various other posts.

So, what should Employees do? A simple solution is to not post any comments about work or co-workers or any posts that may be seen as offensive by your employer. Be cautious about who you "friend" and which of these people have access to your posts. And always remember that **nothing** online is ever totally private. **Make sure you give alot of consideration to anything you post.**



"Any other people skills, besides 400 Facebook friends?"



Newsletter Committee:

Kathy Carberry, Chair

Committee Members:

Heather Snider

Sherry Kirby

Allison Sorvisto

We need your input. Please send your news, announcements, letters, questions, thoughts, concerns or complaints to the Newsletter Committee C/O the U.C.C.E. through the Inter-office mail

OR

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👍 us on



Annual General Meeting

Tuesday Sept 10
2019

7:00 p.m.

at the
Union Office

What does the Employer consider Internal Theft?

Theft is not just as simple as taking something without paying for it. It can be much more complex than that. If you are unaware what might be included in the **Internal Theft Policy**, here are just a **few** examples;

- ◆ Accepting Tips and not turning them in.
- ◆ Crediting a non-members purchase to your own or that of a family or friends membership number.
- ◆ Eating or taking something that is in the garbage or on its way to the garbage.
- ◆ Editing yourself for time not worked.
- ◆ Eating samples in greater quantities than meant for the public.

Think twice before you act on something that you may think is insignificant. It could be a violation and you could risk losing your job.

The Policy on Staff Sampling includes;

Repetitive sampling is considered grazing and is not the purpose of a demo. Food for personal consumption is not permitted within the departments and this extends to demo products as well.