

UCCE NEWS & VIEWS

July/Aug 2020

Edition

Inside This Issue:

General Holiday
Back Pay Issued

Vacation Schedules

Bargaining Surveys

EFAP Program

Union Meetings

Error in Statutory Holiday payment calculations to "C" Employees resulting in substantial reimbursement

Back Pay issued to
approximately 1000

Affected Employees

It was brought to our attention that some C employees were not receiving any Statutory Holiday pay for General Holidays that they used to receive payment on. Not all "C" Employees are entitled to Stat Pay anymore as the legislation that guaranteed everyone to be paid 5% of their total hours of the previous 4 weeks worked before a Stat Holiday was scrapped by the Provincial UPC Government last September.

However Article 21.07 in the Collective Agreement states;

Casual Employees shall qualify for general holiday pay after thirty (30) days of employment, provided they have not been absent without authorization the work day immediately preceding or following the general holiday, based on the following guidelines:

a. When a general holiday falls on a day that would, but for the general holiday, have been a working day for the Employee and the Employee does not work on that day, the Employee shall be paid general holiday pay equal to the average shift worked by the Employee in the previous nine (9) weeks. For the general holiday to be considered a regularly scheduled shift, the Employee must have worked five (5) out of the previous nine (9) shifts on such a day immediately preceding the general holiday.

b. Casual Employees who have been Employed for three (3) months or more and have worked an average of at least twenty (20) hours per week in the four (4) weeks preceding the week in which the general holidays occurs, shall be paid general holiday pay equal to the average shift worked by the Employee in the previous nine (9) weeks.

You should have qualified for Stat pay as a "C" Employee if either **part a** or **part b** applied to you. The Union approached the Employer for explanation and a payroll glitch was discovered. This only affected certain 'C' Employees. Going forward this has now been corrected.

If you were one of the affected employees, you saw an additional pay deposit on **June 26, 2020** indicating **Retro Stat Holiday Wages**.

If you have any questions of how your Stat Holiday pay is calculated, call the Union Office at 403-299-6700

This is another example of how your Union is working for you!



*Tensions are high in the produce section
as no one dares to lick their fingers*

Vacation Schedules

Vacation Schedules are to be posted by April 30th where all Employees in the department can view it. This schedule is to remain posted for the entire vacation year. Any requests after April 30th shall be granted on a first come first served basis.

(See article 20.19 and 20.23)

The vacation year is from the beginning of May and runs until the end of April.

Remember that vacation approved from one location may not transfer with you if you move to another Centre or classification. So keep that in mind and investigate your options if your pre booked vacation is important to you. Often it can be accommodated.

**UNION
YES**

Bargaining Surveys

The bargaining surveys are out in the Centres, Gas Bars, Liquor (CWSB), and Cannabis locations.

Our current Collective Agreement expires on October 31, 2020. As we head back to the bargaining table to negotiate a new agreement it is very important for your Bargaining Committee to be clear what the important issues and concerns are from the members' perspective. Your feedback is critical for us. Please take the time to fill out the survey. You are welcome to attach additional sheets to ensure you have expressed your thoughts and provided as much information as is necessary.

Remember this is your Collective Agreement. Your participation in the process all the way through to ratification is the best way to ensure your needs and requests can be met.

If you have not seen the survey or cant find one please call the Union Office at 403-299-6700 or email us. We can send more out to you or provide you one by email. The survey can also be found on our website at www.ucce.info

Your Union works for You

EFAP (Employee Family Assistance Program)

This program is available to all Employees to assist you in obtaining resources that you may need to help you deal with a variety of life challenges. Life was challenging enough before adding a pandemic, job losses, pay reductions and a host of other side effects that come with these unprecedented times. There is no shame in seeking help to cope with these and many other issues including marital difficulties, family, relationships, stress, anxiety, and addictions, just to name a few. You can choose counselling by phone, online, or in person. You can even express a gender preference for your counsellor. You can obtain life balance support such as childcare and parenting, elder family care or even legal and financial advice.

For a pamphlet contact the Union Office, ask any Manager or Customer Service. You can also call **1-800-663-1142** or visit their website at www.homewoodhumansolutions.com. Someone is available 24/7.

**Remember this is at no cost to you and is completely confidential!
You wont be identified to anyone including your Employer.**

Union meetings are cancelled until further notice due to Covid 19. For those of you that have expressed interest in becoming Shop Stewards, we will be in touch with you when meetings and training resume. Thank you for your understanding. Don't hesitate to call the Union for any inquiry!



Newsletter Committee:

Kathy Carberry, Chair

Committee Members:

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** 



Cancelled

General Meetings

Tuesday

Sept 8, 2020

7:00 p.m.

at the

Union Office

420—35 Ave N.E.