

UCCE NEWS & VIEWS

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Edition

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Vacations

Vacation requests sheets for Round 1 should be handed out soon. Remember the return date of **March 1** to return your sheet with your vacation request. A vacation schedule shall be posted by March 31. You can then request your Round 2 options by returning your Round 2 request by **April 15**. By April 30th the Department Manager shall post the final vacation schedule in a location that all Employees can view it. If your department does not have it posted by then, please request your Manager to do so or call the Union Office. Any requests after April 30th shall be granted on a first come, first served basis. See Article 20 in your Collective Agreement for all the information on vacations including how many weeks of vacation you are eligible for. Remember that approved vacation time is only applicable in the classification/Centre/Location in which it was approved. Your vacation does not necessarily transfer with you if you post into another position in either a different department or location. You may want to check with the Dept. Manager at the new location before you apply to see if your vacation approval can be honored.

BACK UPS

Are interested in being trained to be a back up Supervisor? There is a process that speaks to this in the Collective Agreement as follows;

- 9.46** Wherever back-ups are required, the Employer shall determine how many are required at any given time.
- 9.47** Back-ups are recruited from within the department first then from within the rest of the centre/location.
- 9.48** The most senior out of those Employees interested (as per clauses 9.46 and 9.47 above) who meet the Merit and minimum qualifications as per the selection process (Article 10.23) shall be trained as back-ups.
- 9.49** Shifts for back-ups shall be rotated fairly in order to maintain their skill level. There is no time limit on how long an Employee can remain a back-up for filling shifts.

There is no classification for Back-up Supervisor. The role of back-ups are limited in the scope and do not include the full duties of a Supervisor. The intent of having "back-ups" was for the purpose of filling in when a Supervisor was on vacation or unavailable on a short term basis. It was never intended to be used instead of posting a permanent position. There are less Supervisor positions now than in the past. Just some information and food for thought when accepting this role.

Collective Bargaining is underway as the Collective Agreement has expired but is still valid and enforced until a new agreement has been ratified. Your Bargaining Committee will update when there is something to report.

Please feel free to call the Union Office with any inquiries you may have. We are here to help and your call will remain confidential unless you authorize otherwise. If a UCCE Representative is unavailable at the time of your call, please leave contact information and someone will get back to you!!



**UNION
YES**

Do you know you have an EFAP Program?

Life can be challenging at the best of times and it certainly has been made even more difficult over the last year with a worldwide pandemic. Your Employee and Family Assistance Program (EFAP) is available to assist you in a variety of ways and for a variety of reasons. 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 of your counsellor. A caring, supportive and confidential environment is provided to assist you, whether you are in crisis or just need to talk to someone .

The pandemic has affected many of us by limiting our connections with people we love. It has broken up social engagement with friends and family alike. Isolation has been more than simply boring. It has bred depression and anxiety throughout the world. You are not alone with how you are feeling.

If you are experiencing other difficulties such as marital, family, relationships, stress, anxiety, addictions, life transitions or any 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 wellbeing every day. Sometimes we need 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 your Employer



Newsletter Committee:

Kathy Carberry, Chair

Committee Members:

Allison Sorvisto

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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

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us on 



General Meetings

**All Meetings
are postponed
until it is
deemed to be
safe to resume
by the Local
Health
Authority**

Questions about your Schedule???

Article 9 in your Collective Agreement deals with the rules regarding scheduling. If you are unsure if your schedule is correct or have questions with regards to seniority rules, General Holidays, Weekends off etc. please feel free to call the Union and ask for clarification. Please do not wait until that schedule has expired to address your concerns. The longer you wait the less chance there is to right a wrong.