

# UCCE NEWS & VIEWS

## JANUARY-FEBRUARY 2022



### FOLLOW US ON FACEBOOK

The Union is engaging our members through personal emails, social media and will continue to search for other avenues of communication. If

you have not received any email notifications from the Union, please send your First and Last Name and Employee Number to

**itadmin@ucce.info** to be added to our mailing list.

### BARGAINING UPDATE

Our application for mediation has been approved by the Alberta government and a mediator has been appointed. Exact dates are yet to be confirmed. The Bargaining Committee looks forward to resuming negotiations as soon as possible with the expectation that the Employer returns to the table with the intent to seriously negotiate in a genuine and significant manner. Recent statements by the Employer have acknowledged that **“We always stand on the shoulders of the team - you carry us.”** They also advertise that **“We believe that if we take care of our team members, our team members will take care of the business”**. We are in complete agreement. It is our hope these and other such published statements will prove to be sincere and an indication that Co-op will prioritize the contributions of their *Essential Team Members* with the same degree of enthusiasm and pride demonstrated in the *Construction Update* emailed to the members. Should this mediation unfortunately fail to produce an agreement, we will then return to the Union membership to discuss the next steps.

### EMPLOYEE and FAMILY ASSISTANCE PROGRAM (EFAP)

Coop offers programs that focus on helping and supporting employees. This is a third-party service and therefore confidentiality is **GUARANTEED**. The Employer will never know you’ve reached out for assistance.

Counselling for any of life’s challenges such as marital, family, relationships, stress, anxiety, addictions, life transitions or other personal issues, are available to tend to your specific needs. Counsellors are also available for coaching with regards to career planning and workplace issues, as well as life balance support such as childcare and parenting,

elder and family care, legal or financial advice.

During these difficult times, life can present us with personal and/or workplace challenges that can affect our health and personal well-being every day. Getting through all these challenges everyday, we sometimes need a little guidance and support.

For more information you can contact the Union Office, HR, or your CM, ACM, or Department Manager.

**Someone will be available 24/7 when you call the hotline.**

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***HOTLINE 1.800.663.1142 or visit their website at  
www.homewoodhumansolutions.com***

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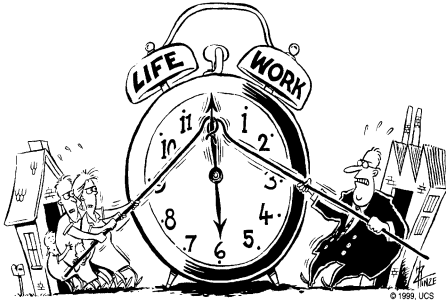
## CALLING AND TEXTING WITH YOUR MANAGER

Article 9.57 in the 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 or on their days off. These calls are often regarding changes in schedules, job related questions or list of duties and expectations for the next day. It is common to be instructed to call a Department Manager when they are out of the workplace, but this expectations is not reciprocal to 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 call-in shifts, make sure your Manager and/or Supervisors are aware.

When calling in sick, this must be done by calling and speaking with the Duty Manager. It is at the discretion of each employee as to whether they would allow the sending and receiving of text messages with their Manager. Feel free to speak with your Manager if you are not comfortable receiving text messages from them. Signing up for the call in list is voluntary, as well as acceptance of any call-in shifts.



Checking your work email at home is considered as working “off the clock” and is a violation of the Collective Agreement. Always remember that personal time is precious and is necessary to your well being. It is paramount to be able to disconnect from the workplace to destress and recharge yourself.

If you are still having issues, please contact the Union at 403.299.6700

**REMEMBER** any changes in the schedule must be verbally communicated and initialled off by both parties.

## USE UP THOSE VACATION HOURS

The vacation year falls between May 1<sup>st</sup> and April 30<sup>th</sup>. If you don’t request the time off for your holiday, management may schedule it for you if it is getting close to the end of the vacation calendar (Article 20.5). Make sure to book off all the vacation time that you are entitled to. You can speak with you manager for an accurate accounting of these hours. If you still have hours but no more money in your vacation bank to go with the hours, you cannot be forced to take the vacation time. That being said, you are entitled to the time and can take all you are entitled to at your own discretion, however it will be **unpaid**. Some reasons for this are, you could have received a raise which will have depleted your vacation bank faster (earned at a lower rate than when used), or may have switched positions that paid you more, or may have been off with a lengthy sickness or an unpaid leave of absence. Remember Vacation Pay is earned on **Regular pay Hours (Article 2)**. Any questions give us a call.



We need your input.  
Please send your News, Questions,  
and Suggestions, to the Union Office

Phone 403.299.6700  
Fax 403.299.6710  
reception@ucce.info