

UCCE NEWS & VIEWS

July-August 2022

SICK LEAVE

Employees DO NOT need to replace their shift when they call in sick or go home sick. This is the Manager's responsibility.

All A and B Employees accumulate one (1) hour sick leave for every twenty-eight (28) regular paid hours. C Employees do not accumulate sick leave. However, when a C Employee changes their category to become A or B Employee, they will start to accumulate sick leave immediately provided that they have been continuously employed for three (3) years.

Coop may require Medical Documentation or a Doctor's Note to verify the absence of an Employee. This must contain:

- First and last name
- Date of the visit
- Details of any restrictions
- Estimated duration of the absence

For confidentiality purposes, any Medical Documentation must be given to the Manager ONLY or can be sent directly to the Ability Specialist through email at medical@calgarycoop.com or fax at (403) 299-4147. Please refer to Article 16 of the Collective Agreement. Any questions, please call the Union Office.

**ATTENTION
ALL UCCE MEMBERS
ANNUAL GENERAL MEETING
WILL BE ON SEPT 13, 2022
7-8:30PM
CARRIAGE HOUSE INN
9030 MCLEOD TRAIL
SEE YOU THERE!**

EMPLOYEE BENEFITS

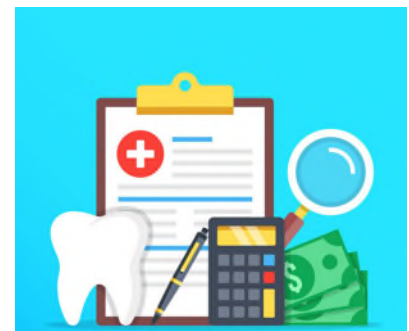
The Employer covers one hundred percent (100%) Alberta Blue Cross premium for Full Time Employees, and fifty percent (50%) for Part Time Employees after six (6) months of continuous employment. Benefits are not mandatory for all Employees who are qualified for as long as you can prove having similar benefits elsewhere. **These benefits include; Pension, Extended Health Care Insurance, Dental Insurance, Life Insurance (for Full Time Employees) and Long Term Disability Insurance (for Full Time Employees).**

Those Employees who are taking unpaid Leave of Absence (LOA) are responsible for paying one hundred percent (100%) of the premium if they would like to maintain their benefits. This can be done by providing COOP with monthly post-dated cheques or through interact transfer (e-transfer). If Employees choose to not maintain their benefits while on LOA, they need to provide thirty (30) days prior written notice of their return to work in order to be reinstated on the benefit plan. Benefits will be reinstated on the first of the following month of their return to work provided the thirty (30) days prior written notice was met.

Every year, on August 1st, both Full Time and Part Time Employees **who are on benefits** are eligible to receive five hundred dollars (\$500) Health Spending

Account (HSA) for as long as that they have completed three (3) years of continuous employment. One of the changes in the Collective Agreement is, all Casual Employees **who are on benefits** are now eligible to receive the \$500 Health Spending Account. These Casual Employees are covered by the old Collective Agreement. They participated on benefit plan prior to June 30, 2010 and were hired prior to May 1, 1994. HSA that are not used will carry over into the following year and must be use until July 31 of each year. The maximum credit that an Employee can have cannot exceed \$1000. **Please refer to Article 15 of the Collective Agreement.**

If you think you qualify for benefits and have not received them, please call the Union Office right away at (403)299.6700. You can also call the Benefits Line at (403)299.6069 or send an email to benefits@calgarycoop.com.



this issue

Employee Benefits

Sick Time

Internal Theft

BILL 32

Medical Accommodation

INTERNAL THEFT

Internal theft is committed by an Employee inside the workplace. In the retail world, a high degree of integrity is expected from everyone, at all times. Coop has resources in verifying the legitimacy of allegations. Theft is not just as simple as taking and consuming products prior to paying, it can be much more complicated than that. Once integrity is broken, it will be hard for the Company to trust and send an Employee back to work in their Department.

The following are a few examples of Internal Theft that are commonly seen in the workplace. Grazing is when an Employee consumes little portions of product throughout the day or eating samples in greater quantity. Accepting tips and not turning them in. Crediting a non-member purchases to your own or family/friends membership number. Taking damaged products, even those that are already in the garbage or on the way to the garbage. Editing your own time in KRONOS. Weighing and pricing products that you would like to purchase. Shopping or doing non-work related personal activities at work during company time is considered as theft of time.

You can obtain a copy of the Internal Theft Policy from your Manager. You can also call the Union Office for clarification or for more details.



BILL 32

In Accordance with Bill 32- Union Dues Regulations, we are advising our membership that one hundred percent (100%) of the dues collected are “Core Dues”. Core dues are Union Dues, assessment or initiation fees that directly relates to:

*Activities under this Act, including activities relating to Collective Bargaining and representation of members, and

*Other activities that do not fall under sub clause or clause, including; an activity that directly benefits dues payers in the workplace; and may include the following, if the activity **directly benefits dues payers in the workplace:**

- (a) Collectively advancing and advocating for workplace goals, including
 - ❖ Creating public awareness, and
 - ❖ Lobbying;
- (b) Participating in Legal Proceedings;
- (c) Complying with obligations under enactments;
- (d) Supporting or representing dues payers in proceedings, investigations or hearings related to their employments;
- (e) Educating and training dues payers;
- (f) Providing benefits, establishing funds and providing money to dues payers in relation to their employment;
- (g) Negotiating and administering collective agreements to which the trade union is a party;

(h) Engaging in activities that relates to the operation and governance of the trade union, including

- ❖ Administration of the trade union,
- ❖ Recruiting new members in preparation for certification of the trade union under the Act,
- ❖ Educating and training the staff of the trade union, and
- ❖ Operating hiring halls and other means of assigning work.

MEDICAL ACCOMMODATION

Medical Accommodations help protect both the Employee and Employer from financial loss. The company has an obligation to not discriminate against Employees due to their medical conditions. By providing supporting Medical Documentation as part of the process in Medical Accommodations, the Company offers Employees temporary modified duties within their position and/or Centre/Location. Sometimes Employees have to be treated differently and adjust some rules, standards, policies and physical environment in order to accommodate Employees depending on their restrictions and/or medical needs. In the event that Employees’ medical restrictions becomes permanent, a meeting has



to take place with the affected Employee to establish the fulfillment of Duty to Accommodate.

The Union is responsible to work with the Employer to facilitate reasonable accommodation measures for Medical Accommodations and to support the Employee throughout the process. Medical Accommodations are joint effort between three (3) parties and that includes the Employer, the Union, and the Employee. Full participation and cooperation of the Employee is vital in this process. All parties have the responsibility to ensure that the best option for accommodation is reached and maintained.

EMPLOYEE and FAMILY ASSISTANCE PROGRAM

HOTLINE 1.800.663.1142
www.homewoodhumansolutions.com

If you are not receiving UCCE Communications, send us an Email with your Name & Employee # using your personal email to itadmin@ucce.info

