

# UCCE News & Views

November- December 2022

## ANNOUNCEMENT

THERE WILL BE A  
GENERAL MEETING  
ON  
December 13,  
2022  
7-8:00pm  
Carriage House Inn  
9030 MacLeod  
Trail South

## Season's Greetings

On behalf of the UCCE Executives, we would like to wish Happy Holidays and a Prosperous New Year to our members and their families.

## Just a few TIPS

As the Holiday Season approaches some customers are generous in giving tips to our members. Calgary COOP has a Policy that states, if a customer offers a tip, politely declined explaining that this is a service Calgary Coop provides free of charge. If the customer insists, accept the tip and turn the tip in to your manager for the Social Committee. The Company has terminated Employees in the past for not turning in the tips.



## STOP THIEF!!!

The Holiday Season is fast approaching and shoplifting increases accordingly. The safety of everyone is always top priority. Thousand dollars' worth of stolen products or even all the money in your till is not worth it when we are talking about your life. Calgary COOP has a No Chase Policy. It states specifically that, **The safety of employees and customers comes before anything else, including the security and retrieval of assets.** Employees are advised to **NOT** get involved, chase or assist in any way that will jeopardize their safety or put themselves in danger. This is beyond your pay grade! Calgary COOP Employees are not security professionals. COOP employs security to handle these kind of situations.

No one can know what might happen when you put yourself in a dangerous situation. Aside from putting yourselves in danger, this could breach the No Chase Policy and could result in potential discipline. Ask your Manager for a copy if you want to read this Policy in full.

## this issue

JUST A FEW TIPS  
STOP THIEF!!!  
KNOW YOUR RIGHTS  
'TIS THE SEASON ... TO PARTY  
CHECK YOUR SCHEDULE  
CALCO GIFT CARD PROGRAM  
DID YOU KNOW

## KNOW YOUR RIGHTS

The workplace can be a socially challenging atmosphere at times. Do not hesitate to let your Union and/or Manager know if you are experiencing a situation where you feel bullied and are concerned about retaliation in the workplace should you come forward. This can be from a co-worker, Vendors, sub-contractors or from Management. All Employees have the right to work in a harassment free environment where they are respected. This can include other things such as using the washroom when needed, getting your required breaks, and being able to comfortably approach the Union and/or Management when support is required.

Your Union is here to support you! Take the opportunity to voice your concerns or suggestions by calling, emailing or attending the UCCE meetings. Remember that together we are the Union.



## 'Tis The Season.... To Party!!!

'Tis the season for company holiday parties. Christmas Party is fun and festive and everyone is still expected on their best behavior. It can also be disastrous when some people decide to let loose. Unfortunately, the latter happens far too often. Remember, that although the holiday party is time to celebrate, this activity is a business event. How you behave matters and could result in discipline. So please have fun, but keep in mind that bad behavior on this event could get you in trouble and we would hate to see someone being disciplined or terminated due to bad conduct at a company party.

### Did you know...?

😊 Employees shall be alternatively scheduled to work the holidays. Wherever possible, Employees who are not scheduled Christmas Eve shall not be scheduled on Christmas Day and Employees who are not scheduled on New Year's Eve shall not be schedule on New Year's Day. Refer to CA Article 9.31.

😊 If you are calling in sick, you just need to let them know you are sick. Avoid discussing private details such as your symptoms, diagnosis, etc. You are entitled to some privacy and oversharing can cause complications and issues. If a Manager requests a Doctors note see article 16.06 for more info or call the Union Office.

## CHECK YOUR SCHEDULE

Schedules are being audited randomly and we have discovered many scheduling violations, most especially when there is a statutory holiday.

**A Employees** will have their hours reduced on a week when there is a statutory holiday and will be paid 32 regular hours plus 8 hours statutory pay **unless** they are working on the Statutory Holiday. In that case, they will be scheduled their full 40 hours that week, 32 regular hours plus 8 overtime hours.

**B Employees with the guarantee of 32, 28, and 24 hours a week** shall not have their hours reduced during a week of a Statutory Holiday. If you are guaranteed 32, 28, or 24 hours a week then you should still be scheduled your guaranteed hours whether you are scheduled to work on the Statutory Holiday or not.

If you are working on the weekend prior to Statutory Holiday then you are entitled to work on the Statutory Holiday, even if you only worked half the weekend (ex. Working on Saturday and off on Sunday or vice versa) before someone who had the weekend off. **CA Article 9.32**

Make sure that your preferred maximum hours (**Pref. Max**) is correct and this can be found on your schedule under your name and employee number. We have seen violations on the Employees' availabilities that were entered wrong in KRONOS. Make your Manager

aware with those errors or give us a call at the Union Office so we can resolve this matter.

**A and B Employees and eligible C Employees** shall not be required to work beyond 6:30pm on the Friday prior to their entitled weekend off unless by mutual agreement. **CA Article 9.18.**

## CALCO GIFT CARD PROGRAM

CALCO is the Social Committee of Calgary COOP (and is not the Union) and each Centre has designated Employees who are looking after their store committee.

The following are the guidelines for Gift Card Program Eligibility:

Bereavement, loss of family member, as defined in Calgary COOP Policy or the Collective Agreement. **CA Article 18 under Bereavement Leave**

Employees with at least twelve (12) months of employment are entitled to receive gift card in the event of births, adoptions and weddings. If both parties are employees', then both are entitled for gift card program.

Employees with at least thirty-six (36) months of employment are entitled to a gift card

program upon the employees' resignation of their employment.

And, employees' with at least thirty-six (36) months of employment are entitled to receive the retirement program, which is administered by the CALCO Treasurer.



Recording Secretary Racquel Cadiang, on behalf of the U.C.C.E. Executives would like to thank Allison Sorvisto for her contribution on this month's Newsletter Edition.



**COMPANY:** We'd like to promote mental health in the workplace.

**EMPLOYEES:** How about hiring more people so we feel less pressured and increase our pay so we can keep up with the spiraling cost of living so we're not so stressed out.

**COMPANY:** No not like that. Try YOGA!