

UCCE News & Views

September- October 2023

Happy Thanksgiving

UCCE would like to wish everyone a wonderful thanksgiving filled with love, and happiness.

Did you know...?

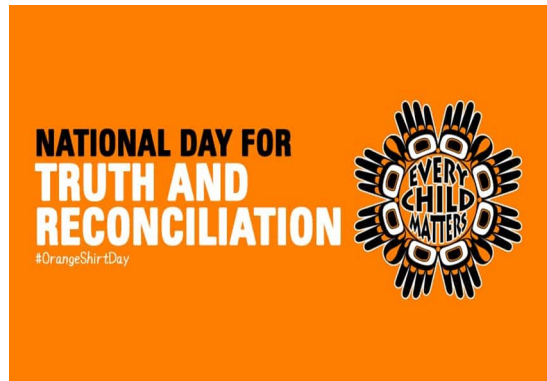
😊 Article 9.34 of the Collective Agreement states that, "If an employee works no hours for eight (8) consecutive weeks, excluding approved leaves or absence, a meeting with the Employer, the Union, and the affected Employee shall convene to explore possible solution. If none can be found, their employment shall be terminated". If you have questions and/or need clarifications, please call the Union Office.

WE NEED TO KNOW

Keep an eye out for a survey that UCCE will be sending out in your email soon.

REMINDER

There will be Annual General Meeting on September 12, 2023 at Carriage House Inn, from 7 to 8:30pm check ucce.info for details



UCCE is proud to acknowledge the National Day for Truth and Reconciliation on September 30th. We would like to honour our indigenous brothers and sisters including the Métis Nation who have lived for and cared for these lands for generations. First Nations, Métis, Inuit Peoples, and many others whose languages, cultures, and histories continue to influence our community. UCCE is grateful for the traditional Knowledge Keepers and Elders who are still with us and those who have gone before us. We are also committed to ensuring the spirit of all Treaties are honoured and respected.

The Federal Government passed a Bill making NDTR a Statutory Holiday. However, many businesses do not recognize NDTR as statutory holiday including Calgary COOP. We are currently in arbitration to require the employer to honour the National Day for Truth and Reconciliation to be recognized as a statutory holiday.

In commemoration of the Residential School System, UCCE encourages members to recognize and observe the history and legacy of the First Nations and many others by wearing an orange shirt on Saturday, September 30th.



this issue

NATIONAL DAY FOR TRUTH AND RECONCILIATION
LABOUR DAY
LGBTQ+
SUPERVISOR APPLICATION
EMPLOYEES' PURCHASES
LOST AND FOUND POLICY
DID YOU KNOW?



HAPPY Labour Day

Labour Day was created for the advocacy of the labour union movement. It is because of Unions that we enjoy eight-hour work days, sick leave, parental benefits, health and safety rules, better working conditions and stronger protections that improve employees' lives. Celebration of this day promotes the rights of the working class and prevents them from exploitation.

UCCE pays tribute to the contributions and achievements of members and should feel acknowledged and respected for the work that have performed year over year. Everyone deserves to work in a safe and healthy work environment.

On September 4th, we reflect and remember the struggles and sacrifices of every worker. Let us celebrate the spirit of hard work, dedication, and perseverance. As unionized employees, you, are the reason why we have a better workplace.



UCCE is committed to ensuring that all members experience an inclusive and equality focused work environment. In this spirit, UCCE continues to be committed to the prevention of discrimination and harassment towards our members in the workplace.

Let us stand proud with our LGBTQ+ members in celebration of the diversity that enriches our membership.

Did you know...?

☺ Following our communication sent to members during the summer regarding Working Alone, COOP is currently revising the Working Alone Policy. We are happy to see that COOP is updating this policy after ten (10) years to include our brothers and sisters in Cannabis.

☺ Policy states that, "Cashiers, supervisors and managers must always use their own assigned cashier/supervisor numbers when processing sales or conducting any transaction on a till". Try to remember to sign out when going on break, quick bathroom break, or when asked to close your till to do other tasks in the department.

SUPERVISOR APPLICATION

Recently, we have been receiving inquiries from members who have not been awarded supervisor positions that they have applied for. Applications are submitted through the new online application process called **ACCESS**. After receiving your application COOP Recruitment will require and obtain a recommendation from your Manager and or Centre Manager. Regardless of whether the candidate is recommended or not, the management team should review with the member candidate the details and reasons for their opinion. Feedback should be given as to what areas they feel needs to be developed to obtain a recommendation in the future if the candidate was not recommended. All applicants will be submitted to HR/Operations for review.

If you have been applying or are even just interested in a Supervisor positions in the future, remember that you can ask questions to your Managers and seek guidance in order to move you towards your goal. If you need information in regards to your supervisor application, you can contact Recruitment at Calgary COOP Head Office. You can also reach out to the Union Office at 403.299.6700 for questions and/or clarifications.



EMPLOYEES' PURCHASES

No one is permitted to look up your membership number in membership web without your permission. Managers and employees who work in the Cash Office have access to membership web, but they are not allowed to look into your account to check on activity. The only time a Cash Office person will pull up your account is when you ask them to update your personal information such as changing your address. They may then check your Driver's License before updating your information.

The total amount of your purchases can be found when you receive your statement of account around the end of February or the beginning of March. Remember, you are entitled to privacy when it come to your purchases. If your Manager approaches you and comments on your personal purchases, please call the Union Office right away.

LOST AND FOUND POLICY

This policy talks about any articles and/or money, official documents (such as drivers' licenses, passports, or other government issued documents, birth certificates, Alberta Health Care cards, etc.), and lottery tickets found on Calgary COOP premises. There are procedures that CSO needs to follow on how to handle these items.

Any articles and/or monies found are to be turned into the Customer Service Office and retained for thirty (30) days. A note will be attached to any article and/or money indicating the time, date, location of where it was found, and the name of the finder. Any articles and/or monies that are not claimed after thirty days may be returned to the finder or disposed of.

To obtain a full copy of this policy, you can ask your Manager and/or call the Union Office.

Did you know...?

- ☺ Employees with at least thirty-six (36) months of employment are entitled to forty dollars (\$40) from **CALCO** upon the employee's resignation of their employment.
- ☺ When applying for a Posting, you can find out your rate of pay on **Article 30 of the Collective Agreement**. You can also call the Union Office to find out.



U.C.C.E. would like to extend our gratitude to Jason Brooks and Allison Sorvisto for their contributions on this month's Newsletter Edition.