

UCCE News & Views

January-February 2024

TRANSFERS and SELECTIONS

Transfers are movements within a Classification. This is being awarded on a Seniority basis. Having had a discipline or an employee on a LOA should not impede the ability to be awarded the position.

Supervisors who would like to step down to a department utility would be considered as Transfers. Employees who already completed their class trial probation will also be considered as a Transfer Applicant when they decide to apply back to their previous position within six months, subject to having completed a classification trial in their current classification.

Employees who apply for a posting within their own Classification, will be considered first when awarding the position on the basis of Seniority before those who applied from a different Classification.

Selections are movements from one Classification to a different Classification. All selections are made on the basis of Merit, Fitness, and Ability to perform the work as determined by Human Resources through an assessment process. This may include performance, appraisals, work records, reference checks, Own

Calgary COOP is proud to belong to this:



Wouldn't this distinction be better?

A living wage is the hourly wage a worker needs to earn to cover their basic expenses and participate in their community.

NATIONAL DAY for TRUTH and RECONCILIATION ARBITRATION

An Arbitration that commenced on a grievance filed by the Union regarding the status of National Day of Truth and Reconciliation, has concluded. UCCE was seeking to require the Employer to include it on the list of statutory paid holidays. The arbitral decision that was rendered concluded that the Union is entitled to claim NDTR as a required statutory holiday, however we are prevented from enforcing it with the Employer until after the next round of Collective Agreement negotiations are complete.

BOOKING REMAINING VACATION TIME

The vacation year falls between May 1st and April 30th. If you don't request your remaining time off, management may schedule it for you if it is getting close to the end of the vacation calendar (refer to Article 20.05 of the CA).

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DID YOU KNOW?

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. However, you are entitled to take any remaining hours, even if they are **unpaid because you have depleted your Vacation dollar bank**. This could only happen if you have earned your vacation time at a different rate of pay than when you take them, 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 of the CA)**. Any questions and/or for clarification, please give us a call.

STOP THIEF!

Incidents of robbery and shoplifting have gone up drastically and the most concerning part is the violence that can be associated with it. Everyone's safety is always the top priority. Any stolen products or even all the money in your till holds no value when we are talking about your personal safety. Calgary COOP has a No Chase Policy. It states specifically that, ***The safety of our employees and customers comes first before anything else, including the security and retrieval of assets.*** Employees are advised to **NOT get involved**, chase or follow a suspect or assist in any way.

Continuation of Transfers & Selections...

Centre Recommendation (OCR), interviews, skill tests, sustainability to meet environmental conditions of the job description and discipline records. Seniority will then apply where Merit fitness and ability are equal.

The employer can select any applicant for any Supervisor positions. Such appointments are not subject to any clause in the Collective agreement which refers to merit fitness ability or seniority in the awarding of the position.

Did you know...?

☺ THERE IS NO “BLACKED OUT” WEEKS when requesting vacation for ANY week during the year. All vacation requests are subject to approval, however denying a request must be reasonable. Refer to Letter of Agreement #7 in the CA.

☺ When the Supervisor and the Department Manager cannot be on vacation at the same time, the Supervisor is permitted to choose vacation week(s) first before the Department Manager. While selecting your vacation during round 1 and round 2, your Manager cannot deny you as a Supervisor because it is the same time as your Department Manager's vacation. Refer to Article 20.06 of the CA. Call the Union Office if you have questions or clarifications.

☺ Remember Round 1 vacation requests must be turned in on or before March 1st. Round 2 vacation request must be turned in on or before April 15th.

Leave that to Managers and/or the security professionals employed to handle these kinds of situations. Let us know if any Manager or Security solicits your help to apprehend a shoplifter etc.

No one can know what might happen. Aside from putting yourself in danger, this could breach the **No Chase Policy** and could result in potential discipline.

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

SHIFT CHANGES

We have been getting inquiries about changes in their schedule without the employees' knowledge. *The Collective Agreement Article 9.57 states that, 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 Employees' minimum guaranteed hours. The Employer shall be reasonable in the application of this clause.*

The manager cannot just leave you a voice message or text you. Manager must **verbally** speak to you at least 24 hours before the change. It must also be initialed off by the Manager or Supervisor and the affected Employee.

An emergency does not mean that they could not get anyone to cover a shift or that someone called in sick.

A and B Employees shall not be scheduled more than five days in a row in any combination of weeks. Employees can get scheduled for six and/or seven days in a row by **Mutual Agreement only.** Subject to Operational Requirements, the Employer shall endeavour to schedule any additional hours above an Employees' guaranteed hours within the five days. **Refer to Article 9.12 & 9.13 of the CA.**

A Employees should get two consecutive days off in a row, except those weeks preceding and following a weekend off. Depending on the operations in a department, scheduling of two consecutive days off may not be possible because of the number of employees available (examples are if there are employees who are on vacation, LOA, WCB, etc.) **Refer to Article 9.16 of the CA.**

If you have any questions, give us a call at the (403) 299-6700.

Did you know...?

☺ Article 9 in the Collective Agreement deals with the scheduling procedure. Call us as soon as you identify a scheduling issue and do not wait until the last minute. This will better assist us in having it corrected in a timely manner. **Don't ignore scheduling violations!**

CURRENT U.C.C.E. CENTRE STEWARDS

The following members are the UCCE Centre Stewards:

Adam Chow
Centre Steward/
Returning Officer
Centre 1, Midtown Market

Ryden Kungl
Centre 2, North Hill

Sherry Kirby
Paul Nicholl
Centre 3, MacLeod Trail

Adrift Ching
Centre 4, Brentwood

Youie Torres
Centre 6, Richmond Road

David Pilz
Yvonne Thompson
Centre 7, Dalhousie

Judy Rodseth
Centre 10, Beddington

Kathrina Rebalski
Neil Schlichting
Centre 13, Crowfoot

Allison Sorvisto
Robert McCombe
Centre 14, Shawnessy

Ryan Davis
Jeremy Stavinoha
Centre 21, West Springs

Christopher Hart
Centre 26, Auburn Bay

Peter Hodgkinson
Centre 58, Midtown Liquor

You can also direct inquiries or concerns to the Union Office by calling **403-299-6700**