

# UCCE News & Views

July-August 2024



## LABOUR DAY

Labour day was created for the advocacy of the labour union and to recognize the contributions and achievements of workers. It is because of Unions that we enjoy eight-hour work days, sick leave, health and safety rules, parental benefits, better working conditions and stronger protections that improve employees' lives.

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

On September 2<sup>nd</sup>, 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 we strive for a better workplace.

# UNION STRONG UNION PROUD

## WORKING OFF THE CLOCK

*“Working off the clock is an unacceptable activity. Employees or managers involved in this type of activity shall be reported to the Union Executive and Labour Relations and/or Managing Director. After discussion with the Union Executive, the Employer shall determine corrective action, up to and including progressive discipline against the offending Employees and reported to the Union Executive.” Article 8.11 of the CBA*

The following are the examples of working of the clock:

- Checking work email (Calgary COOP Email) at home or anywhere outside the workplace
- Online training, courses and policy review through YETI being done outside of paid work hours.
- Skipping and/or not taking full breaks
- Continuously working even after the shift is over

All of the above mentioned constitutes working off the clock and these examples continuously increase within the bargaining unit.

This raises the expectations and standards of how much work can be done in a particular shift and it adds pressure to your co-workers to get as much work

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done on their paid time while still enjoying their well-deserved breaks.

At no time should you work through your breaks unless you are being paid for it and you mutually agree to do so. It is vital to take your break even if you are the only one in your Department.

Another concerning matter is checking and responding to your work email at home and even before your shift starts. Many of the unionized employees have their work email set up on their phone. Checking your email constantly at home or anywhere outside of work results in working off the clock.

COOP does not compensate for all of this extra work being done outside the workplace and work hours. It is essential for our wellbeing to separate our work and our personal time with our family and/or for ourselves. KRONOS deducts for each minute you are late or leave early. The employer should not benefit on the other hand by employees donating time and resources to Calgary Coop without compensation. It is important to keep in mind that there is no benefit for working off the clock.



## ALREADY WORKED IN THAT CLASSIFICATION?

“Employees who have successfully completed a Classification trial period in a Permanent or Temporary position shall not be required to repeat the trial period in the Classification for a period of twenty-four (24) months after leaving the Classification”. *Article 11.06 of the CBA.*

For example, this means that if you were to move to the Deli, pass probation, and then switch to Cashier, you would have two (2) years after switching to Cashier to apply for the Deli and not have to do the Class Trial Probationary period again. You'll even be considered as a Transfer rather than a Selection for six (6) months after leaving the position.

### Did you know...?

😊 On August 1<sup>st</sup> every year, employees who are on benefits and are employed continuously for three (3) years are eligible to receive five hundred (\$500) Health Saving Account. Any unused HSA will roll over for one year and the maximum amount of credits an Employee can have will not exceed one thousand dollars (\$1000).

### Post Script

Don't give free labour. Show the company that they are the one coming up short by having to pay you for each minute that you stay extra. **TIME IS MONEY.**



## CLASS TRIAL PERIOD & REVERSION RIGHTS

The following information can be found in **Article 11 of the Collective Agreement.**

### Class Trial Period

Employees who accept a position outside of their classification shall be on a Class Trial Period. There are two (2) different lengths of the class trial period depending on the classification. Twelve (12) calendar weeks is for all classifications except Bakery Decorator, Meat Cutter, and all Supervisor positions. These classifications will have a class trial period of seventeen (17) weeks.

### Class Trial Period Reviews

Employees on a Class Trial shall be provided two (2) mandatory formal trial period reviews with regards to their performance. For those on a twelve (12) week trial period, the reviews shall be delivered prior to weeks four (4) and eight (8). For those on a seventeen (17) week trial period, the reviews shall be delivered prior to weeks six (6) and twelve (12). There shall be a minimum of four (4) weeks between reviews in both situations. The purpose of the review is to evaluate performance in the new position and the opportunity to improve where necessary during the trial period. Coaching and feedback should be on-going during this period.

### Class Trial Reversion

The class trial period is for both the Employer as well as the Employee to figure out if you are a good fit for the new position. If the employee

decides that the new position does not suit them, they can revert back to their former position after working at least four (4) weeks and before completing seven (7) weeks, the employee shall revert to their former Classification, rate of pay, guaranteed hours, and where possible, former Centre/Location. Employees may waive their guaranteed hours in order to return to their original Centre/Location should the Employer deem there is a position available. In the event that it is not possible to place an employee into the original Centre/Location, an alternate solution may be mutually agreed to by the Employer and the Union.

If the Employer determines that an Employee does not meet the minimum performance standards through the trial period reviews, the Employer also has the ability to revert you to your former position. The same guarantees apply for the Employer as for self-reversion.

## CASHIERS BEWARE WHEN USING YOUR OWN COOP NUMBER ON PURCHASES...

It is important for all cashiers to know that your Coop number or any Coop number is tracked for unusual or excessive activity of purchases. Never use your Coop number even if a customer says they don't have a coop number and they tell you to just use your own

number. This could unfortunately result in the termination of your employment! Employees receive not just the patronage return in their app bubble, but the staff discount portion as well. The employer will view a cashier using their own coop number when ringing in another's purchase, as a breach of their theft policy as the cashier will achieve an unqualified financial gain. We have attended meetings where there were multiple purchases on an employees' Coop number and they couldn't explain why their number was used multiple times in a day, with different forms of payment, while they were the cashier and with their operator number on the receipt.

This purchasing activity will result in your Coop number being flagged and investigated. Each transaction can be viewed by the camera and the receipts will also be reviewed as there is a transaction history. Please don't fall victim to this as it comes with serious consequences to your employment! It is very distressing to have any members being terminated for using bad judgement and thinking it is not a big deal to do this.



**UCCE Annual General Meeting will be on September 10<sup>th</sup>, 2024 Time and Location to follow.**