

UCCE News & Views

March-April 2024

NOT FEELING WELL?

Are you feeling sick and need to go home? Inform your manager or Supervisor as soon as possible when you are ill. You do not need to wait for another employee to get called in to replace you. You should not be told to wait awhile and see if you feel better, or be told that you look okay. It is not OK to have to hear that you are letting your team down if you leave. Your manager or supervisor should not be asking intrusive questions such as, are you on medication, or ask and talk about your symptoms.

Stating that you are sick or not feeling well is enough information.

Once you have informed your manager or supervisor that you need to leave, they should let you go as quickly as possible. Should you be told you are not allowed to leave or be on the receiving end of the above comments, please call us at the Union Office to discuss. 403-299-6700

Remember, you may be asked to get a doctor's note for any of the following 3 reasons:

1. Depending on your frequency (history) of calling in sick.
2. Suspicion you are not in fact ill, (example would be that you RTO'd and it was denied and then you called in



COLLECTIVE AGREEMENT, LETTER OF AGREEMENT #7 - “BLACKED OUT” WEEKS

“This letter is designed to address the issue of “blacked out” week(s) on the vacation calendar and will be administered in conjunction with all other rules in the collective agreement pertaining to vacation”.

“During the vacation selection period(s), Employees shall be able to request vacation for any week during the year. The Employer will determine the feasibility of approving or denying these vacation request(s) based on their operational needs”.

There are no blackout dates for requesting vacation and/or time off. During the vacation selection period, employees can request vacation for any week during the year. The employer will determine the feasibility of denying or approving these vacation requests based upon their operational needs.

Should you be denied your request, you can ask your manager the reason why and then please call the Union if you feel it is unreasonable.

Approvals of any requests should be fair and reasonable, and the response

this issue

CA, LETTER OF AGREEMENT #7
ATTENTION GAS BAR MEMBERS
NOT FEELING WELL?
ARE YOU BEING SCHEDULED OUTSIDE
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DID YOU KNOW?

whether it is being approved or denied should occur in a timely manner.

If you are questioning their answer, please call us and we will look into why the request is being denied. It could be that others with more seniority have asked for the same vacation time, or it could be that your department has numerous employees off or on LOA, or WCB, etc. It could be that the denial is just plain unreasonable and should be addressed to the Union.

ATTENTION GAS BAR MEMBERS

We cannot stress enough the significance of verifying the date of birth on customers' government issued identification when making purchases on tobacco products, lottery, liquor and cannabis. The Alberta Gaming, Liquor, and Cannabis (AGLC), and Alberta Health Services (AHS) imposed personal fines to members for not following their rules and regulations in selling lottery, tobacco products, liquor and cannabis.

It is so upsetting to have meetings, most commonly in Gas Bars, where a member who has been fined by the government and is now also facing a suspension from their employer for Identification failures.

Continuation of Not Feeling Well...

sick for that shift).

3. If the duration of your sickness exceeds two days.

You have the right to ask which of these reasons is the basis of their Doctors note request. Any questions or require clarification, please call the Union Office at (403) 299-6700.

ARE YOU BEING SCHEDULED OUTSIDE YOUR AVAILABILITY?

Is your manager ignoring the fact that your availability says you are not available on certain days or hours yet they schedule you on those days? Remember that C employees can change their availability 4 times a year and that it takes 4 weeks for it to come into effect on the schedules. When you hand in your new availability, make sure that you make a photocopy of it for your records. If your manager is telling you that they cannot accommodate your request for a new availability (change of hours or change of days) please let us know.

A and B employees can also restrict themselves for one (1) day or evening shift. If you restrict a PM shift on Tuesdays then you have to be available for an AM shift on Tuesdays. These restrictions can only happen Monday to Thursday (inclusive). A day shift restriction means not starting before 1 pm and evening shift restriction means not working past 6 pm. See Article 9.10 in the CBA for more clarification.

Continuation of Attention Gas Bar Members...

Both AGLC and AHS send mystery shoppers to Food Centres, Gas Bars, Liquor and Cannabis to ensure that retailers are in compliance with their rules and regulations. Members have been personally fined by AGLC or AHS starting at a **minimum** amount of \$300. At \$15 an hour, a personal fine plus suspension from work is a considerable hardship for hardworking members.

Do not be rushed, stressed, or pushed to hurry up regardless of how long your line up is. Take the needed time when verifying customers' ID. Always ask for support from your Supervisor or Manager if in doubt when verifying the date of birth or if you are confused.

CANNABIS SCHEDULE AUDIT

Scheduling audits performed by the Union reveal that there are some violations to the Supervisor Classification as it relates to the scheduling of back up Supervisors. Supervisors should be offered any additional Supervisor shifts before they are offered or scheduled to "Back-up Supervisors". The Supervisor classification should be maxed before going outside the classification. Back up Supervisors are not a classification and are actually Bud Tenders. So, if you are a Supervisor in a 24 hour guaranteed position and have a preferred max

of more than 24 hours, you should be receiving the additional shifts (hours) before being scheduled out to a Bud Tender. This does not mean Supervisors get more closing shifts than permitted by the CBA (max 3 nights unless mutually agreed), just means more hours.

This happens more frequently in Cannabis stores that unfortunately are only willing to have 1 Supervisor. We strongly feel there is a need for more than just a single 24-hour Supervisor at every Cannabis location. Remember that accepting a back-up Supervisor role on a regular basis discourages the Employer of creating and posting an actual additional Supervisor position.

All Supervisors must be an A or B position that comes with a guarantee of hours and benefits. Back-ups do this for none of the above.

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". Refer to Article 8.11 of the CBA.

Working off the clock is continuously rising within the bargaining unit. Aside from breaching the Collective Agreement, this conduct raises the standards and expectations of how much work can be done in a particular shift. This adds pressure to others to get as much work done while taking their breaks. This also affects the budgeted hours in the department.

Skipping and not taking full breaks constitutes working off the clock. At no time should you work through your breaks unless you are being paid for it and you mutually agreed to do so. Take your break even if you are the only one in your Department and make sure to inform the Duty Manager or Supervisor before going on your well-deserved break.

Did you know...?

😊 By March 31st, the Department Manager shall post a completed vacation schedule in a location where all Employees of the department can view it. Please reach out to us ASAP should the vacation schedule not be posted in your department.

