

UCCE News & Views

Autumn 2025

VERIFYING IDENTIFICATION IS CRITICAL

We cannot stress enough the importance of carefully verifying the date of birth on government-issued identification. Federal law strictly prohibits the sale or provision of tobacco, vaping, lottery, liquor or cannabis products to anyone under the age of 18. Failure to comply can result in serious personal consequences.

Both AGLC and AHS impose fines directly on employees who do not follow the law. Unfortunately, we have seen members fined personally, starting at \$300, and government penalties now reach up to \$10,000 for a first offense. For a second or subsequent offense, fines can be as high as \$100,000. In addition to financial penalties, members may face suspension from their employer, creating significant financial hardship.

To protect yourself, always take the necessary time to verify government-issued identification, and if you are unsure, ask your Supervisor or Manager for support. Make use of all verification tools provided by the employer. By taking these steps, you protect yourself, your job, and the safety of the workplace.



BARGAINING UPDATE

The Union and the Employer began bargaining in September and have met eight times to date. Meetings are scheduled twice a week throughout October and November and will continue until an agreement is reached or negotiations break down. Both parties have exchanged proposals and are currently working through them.

The Union appreciates your ongoing support, and we will continue to provide updates through email and/or newsletters. If you have not been receiving communications from the Union and would like to stay informed, please email itadmin@ucce.info with your **First and Last Name**, **employee number** and **preferred non-COOP email address**.

AVAILABILITY RIGHTS

Is your manager scheduling you on days or hours you have marked as unavailable? Casual employees have the right to change their availability up to four times per year and there is no limit on the number of times an employee can increase their availability. Any changes take four weeks to appear on the posted schedule. Casual employees cannot further limit their availability between November 15th and the end of the year or during the initial probation period.

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ANNOUNCEMENT

Updating your availability is your rights under the current Collective Agreement and should not be subject to debate or any refusal. Submitting a Scheduling Agreement ensures your manager is aware of the changes in your availability, and it is important to keep a photocopy for your records. If your manager refuses to accommodate a valid change in availability, please contact the Union immediately.

SCHEDULING RIGHTS

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, they 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.

CENTRE STEWARD ELECTIONS

We are now accepting nominations for the upcoming Centre Steward Elections. Nomination forms must be submitted by 4:00 p.m. on November 7, 2025. You can submit your form by email, interoffice mail, fax (403-299-6710), or in person.

For more information, please refer to the election package available at your store, on the website, or in your email.

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.

😊 Your email address isn't just used for union communications – it's also how you'll receive the voting link for the contract ratification. Make sure your email on file is up to date so you don't miss your chance to vote online!



😊 Daylight Saving Time ends on **November 2**. Don't forget to set your clocks back one hour and enjoy the extra hour of sleep!

U.C.C.E

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Continuation of Scheduling Rights...

“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 endeavor 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.

When managers make scheduling errors that violate the Collective Agreement and results in financial loss to members, the Union takes action. These violations have led to the filling of group grievances with the Company, and members have received retroactive pay as a result.

COFFEE and LUNCH BREAKS

It can be easy to skip breaks here and there, but your breaks are protected under the Collective Agreement. **Article 8, Hours of Work** outlines how coffee and lunch breaks must work.

Paid rest periods are twenty (20) uninterrupted minutes, this includes fifteen (15)

minutes of rest and five (5) minutes travel to and from your workstation. Rest periods must begin no earlier than one and a half (1.5) hours after your shift starts, and no later than one and a half (1.5) before your meal break or the end of your shift.

Unpaid meal breaks are thirty (30) uninterrupted minutes and should be scheduled as close to mid-shift as possible.

“Uninterrupted” means you should not be asked to work during these breaks. For example, if a Gas Bar Clerk is on break and a manager calls them to help at the pump, that break must be restarted in full. If a manager requires you to work through a rest or meal period, you must be compensated at the applicable rate (potentially overtime) for the entire period, and the schedule must be initialed by a manager. Managers are not permitted to schedule employees to work through breaks. (See Article 8.19 of the Collective Agreement.)

For clarification, two paid rest periods may be combined into one 35-minute break through mutual agreement with your department manager.

It is important to take your breaks—whether scheduled or in departments without scheduled break times. Remember, the KRONOS system tracks every minute you arrive late, leave early, or stay late to finish tasks. Missed breaks and small unpaid minutes add up

quickly, meaning you are working without being paid.

As your Union, we strongly encourage everyone to take your breaks and go home at the end of your shift. Be sure you are being paid for all the time you work, because you deserve it!

Did you know...

Employees may initiate or start their bereavement leave within seven (7) days from the death of their loved ones. For clarification, it does not have to be on the day of the passing. Refer to **Article 18.01** of the CA.



ANNOUNCEMENT

A General Meeting will be held on Tuesday, December 9th, 2025, at 6:00 p.m. at the Union Office. All members are encouraged to attend.

Nothing is worse than having coworkers who do extra work off the clock, or don't take all their legally mandated breaks. If you do this, you are contributing to a workplace culture where worker exploitation becomes an expectation.

