Calgary Local Bulletin

December, 2021.

Any **temp** who has been employed for 3 months is entitled to **5 personal days:** 3 paid and 2 unpaid. They do not carry over to the next year so have to be used by December 31 if they are going to be used.

The Employer has once again blacked out weeks with a Stat on **the Pre-Retirement leave column**. If you are entitled to pre-retirement leave and want one of those blacked out weeks: fill out the leave form and submit it. You can write on that leave form why you want that specific week. If it comes back denied, you must grieve.

Once a **temp reaches 1,000 hours** in any calendar year, they go to the next highest hourly rate of pay. The calculation for the 1,000 hours starts afresh in January of each year. So if you had an increase of pay for reaching the 1,000 hours in 2020, the next highest rate of pay will be used when you reach your next 1,000 hours in 2021. This is why it is so important to keep track of hours. The person will stay at that new hourly rate even if they go to permanent status.

Letter Carriers

CPC has decided that for the Christmas period (Peak) they will not count the parcels you deliver on the weekend towards the total number of parcels per year that you deliver. This adversely affects volume counts for restructures. So to rectify that, please keep count each RDO you work of the number of parcels each of those days. You will need it when you are again restructured.

Superimposed Columns

At annual leave consultation, the Employer agreed to inform each facility that there would be more than one column for superimposed. Sending out that schedule of only one column is an example, not the total number of columns. If 10 carriers are able to superimpose the same week, then there are to be 10 columns of superimposed. There is no restriction to the number of superimposed columns.

Seems like the grievances we have the most of is about **supervisors doing our work.** The whole nature of supervising is to SUPERVISE the workers. The purpose of the workers is to DO THE WORK. That is not a hard concept. Clause 39.01 (b) of the Urban Collective Agreement and Clause 28.01(b) of the RSMC Collective Agreement says supervisors will not do our work. If you see a supervisor doing our work, grieve it: have a witness, the work the supervisor was doing, the length of time they were doing our work and the times, eg. from 5:40-5:59. As well, it is a health and safety danger to the workers around the supervisor who is doing our work as they are not properly trained in doing our work safely.

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Social Media - WATCH OUT

We've said it before; BE VERY CAREFUL WHAT YOU POST ON SOCIAL MEDIA. Do you post on Facebook or Instagram ? Do you text? Do you know some CPC employees think it's OK to provide copies of your texts to CPC?

When your **facility is shut down** due to a Covid case, it is up to you what leave you want if you don't return when the facility opens. If the Employer enters your leave as LWOP and it isn't what you want, fill out your leave form for the leave you want, submit it and if it comes back denied, grieve it.

Annual Leave

Whatever amount of annual leave you are entitled to, you should take. We have negotiated over the years to have more weeks for members so they can have a break. ***However***, there are times when you aren't sure of which weeks you want so you can tell your supervisor you need more time OR you can tell him to go to the next person. Therefore, FIRST ROUND you can tell the supervisor to bypass you
SECOND ROUND you can tell the supervisor to bypass you.
THIRD ROUND you can tell the supervisor to bypass you.

Supervisor cannot force you to bid. It is YOUR leave, not theirs.

As well, if you haven't picked all of your annual leave by the end to the leave year, you can carry it over to the next leave year, or beyond if you want.

Annual leave is not paid out until you leave CPC.

Clothing

We had to create a Memorandum of Agreement (MOA) for a grievance the Union won about who was entitled to a particular clothing allowance in Article 34. The grievance was won over 2 years ago, the MOA was finally signed in August, 2021. BUT, CPC can see fit to create *Lighthouse* jackets for SOME of our members, WITHOUT consulting the Union, WITHOUT agreement from the Union, WITHOUT negotiating it into Article 34! Isn't' it amazing how fast they can violate the collective Agreement, yet how slow to implement something that is IN the Collective Agreement !!!

Anna Beale, President