

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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HOURS OF WORK

Local 38 has received many calls over the summer from members who have expressed frustration with their work load and the need to work overtime to complete their assigned tasks. The contract contains the hours of work and limits them to 8 hours per day. If you are consistently working overtime it is a violation of the hours of work clause.

The onus of proof is this, you and the union need to show that the hours of work are not being complied with. It is for this reason you should ensure that you submit all hours worked and take your breaks as outlined in the agreement.

Members who work overtime and through breaks without claiming the time, set false measurements for management and co-workers. If a member regularly works half their lunch break and starts their shift 15 minutes early and ends it 15 minutes late they are work 5 extra hours a week. This gives management the impression that their 45 hour work week is what can be accomplished in 40 hours.

You can see why it is important to adhere to the hours of work and submit your extra time for overtime pay. The agreement requires prior approval so you should outline what needs to be done with your supervisor and work only if they approve the extra time.



PROBLEMATIC ATTENDANCE MANAGEMENT

Local 38 has filed a grievance on behalf of a member who received a 3 day suspension for allegedly not complying with Enmax's attendance management policy. Complicating the issue is a grievance that local 38 filed a number of years ago that had Enmax commit to revising their policy to address our concern over potential conflict with human rights legislation. Over the last few years we have inquired as to the status of the policy changes and were told that we would be provided with a copy once the revised policy was approved. Local 38 has never received this policy.

The member was sick on 2014 June 10 and informed their supervisor of that and that they were going to the Doctor. They saw the doctor and he/she prescribed medication, told the member to rest for 2 days and filled out an attending physician's statement (APS) which indicated a follow-up appointment and an expected return to work on June 12.

The member stayed in daily contact with their supervisor and was still not feeling well so returned to the doctor on June 13. The doctor told the member to rest for 5 days, completed another ASP which indicated a follow-up appointment for June 17 and an expected return to work on June 18.





CUPE 38 invites you and your family to join us on Saturday, September 27th at McMahon Stadium for



Join us for a family friendly evening to watch the Calgary Stampeders take on the BC Lions.

Tickets are \$15 and include a \$10 food voucher.

**Deadline to order tickets is September 24th
Maximum of 4 tickets per member.**

**6:00pm - at SE Entrance will be prize draws
and a visit from Ralph the Dog.**

Prizes include: autographed jerseys, autographed footballs & pre-game sideline passes.



The member stayed in daily contact with their supervisor and on June 19 was still not feeling well so called the doctor. The doctor was on holiday, so they went to a walk in clinic. That doctor told the member to continue with one medication and rest for 5 days, completed another ASP which indicated a follow up visit on July 5 and an expected return to work date of June 23.

The member stayed in daily contact with their supervisor and on June 24 was still not feeling well so they went to the walk in clinic. That doctor told the member to continue with one medication and rest for 3 days, completed another ASP which indicated a follow up visit wasn't required and an expected return to work date of June 30.

After being interviewed by a supervisor and human resources, as part of an investigation, the member was suspended for 3 days for not providing medical proof to justify their absence on June 12 and 18. How does anyone get to this decision? If the doctor's notes are good for the other days, why not for those two? This is an example on how common sense doesn't apply. It isn't reasonable to think that the employee was ill on all the other days but not those two days in the middle.

THOUGHT FOR THE MONTH



"Never allow the behavior of others to destroy your inner peace."

- Dalai Lama

REGULAR MEETING



Tuesday, **September 23,**

2014

7:00 p.m.

Union Office

1439—9th Avenue SE

REGULAR BUSINESS