

taken from: www.unifor.org/en

Why Unifor?

Unifor is a new kind of union, one that advocates on behalf of all working people (employed or unemployed) right across the country.

As Canada's largest private sector union with more than 300,000 members in every major sector of the economy, Unifor is committed to creating a strong and effective union – making positive change in communities and workplaces across the country.

Unifor brings a modern approach to unionism: adopting new tools, involving and engaging our members, and always looking for new ways to develop the role and approach of our union to meet the demands of the 21st century.

What we wish for ourselves, we wish for others. Every member of the workforce should have access to the benefits of our union.

Know Your Rights

The first step in standing up for your rights is to know your rights – and Unifor is here to help. As Canada's largest private sector union, Unifor has the tools you need to make positive change in the workplace.

What We Stand For

Unifor strives to protect the economic rights of our members and every member of the workforce: safer workplaces, secure employment and a decent standard of living. What we wish for ourselves, we wish for others.

When was Unifor established?

Unifor was officially formed on August 31, 2013. Established in a time of rising income inequality, declining levels of private sector union density, and aggressive corporate and government attacks on the wages and benefits of Canadian workers, Unifor is the product of an ambitious revitalization project undertaken by the former Canadian Auto Workers union (CAW) and the Communications, Energy and Paperworkers Union of Canada (CEP).

A decent living and hope for the future.

For most of us, that's all we want, all we need, to be happy and live fulfilling lives. And it's what Unifor wants, too.

— Unifor. A union for everyone. —

Unifor 52A Library

Check out (a small library pun) the many resources available to our members. Go to our website, www.ecssa.ca, and click on the "Professional Development and Wellness Library" link.

There is a catalogue of the hundreds of books, magazines and media resources covering subjects from body image, anger management, conflict, business communication, classroom management,

Union Business Etiquette

Please remember that it is inappropriate to discuss union business on company time. It is also inappropriate to use the ECSD web-mail for union questions.

Contact your executive at:

- all emails to: unifor52a@shaw.ca

- all phone calls to: 780 456 3277,

Unifor 52A Annual Banquet

You are cordially invited to come and celebrate

with your fellow Unifor 52A members

An evening of friends, food and good spirits

May 2014

More information to follow

Professional Development Fund

Unifor 52A is proud to offer to our members support for their ongoing professional development. Financial Support may be given to members under the following guidelines:

To qualify:

- ◆ The applicant must have been a member in good standing of the Local for over 12 months.
- ◆ Approval must be obtained from the Education Bursary Officer *prlor* to commencement of course.
- ◆ Course should be career related.
- ◆ An applicant must give a full description of the course, describing the benefits to his/her career.
- ◆ After the completion of course, the *original receipt* must be provided for reimbursement.
- ◆ Due to the number of people who attend, District sponsored PD activities and the Alberta Special Education Conference will not be considered. (a special fund has been established for this event, please consult future issues of the newsletter for details)
- ◆ The Local shall pay to a maximum of \$300.00 per member every year.

Policy #4 Unifor 52A Policies and Procedures.

To apply, complete the form available on our website.

Visit www.ecssa.ca for past issues of newsletters, contact information, access to the Unifor 52A library, bursary applications and much much more.

Coffee Breaks and Hours of Work.

Article 7.2 of our collective agreement states:

“All employees shall be entitled to one (1) fifteen (15) minute paid rest period in each three and one half (3 1/2) hour daily shift worked. Employees working a daily shift of more than five (5) hours and up to seven (7) hours shall be entitled to two (2) fifteen (15) minute paid rest periods, and an unpaid lunch break of no less than thirty (30) continuous minutes and not more than one hour.”

It is up to your supervisor, with your input if appropriate, to schedule coverage for your breaks.

Hours of work are another area of concern. The easiest way to figure out your correct hours of work is to break your week and FTE (full time equivalency) into minutes.

FTE	Hours	Minutes
1.0	35	2100
0.9	31.5	1890
0.8	28	1680
0.7	24.5	1470
0.6	21	1260
0.5	17.5	1050
0.4	14	840
0.3	10.5	630
0.2	7	420
0.1	3.5	210

Coffee breaks are included in those minutes, lunch breaks are not. Anytime spent supervising outside, waiting for the student's bus, staff meetings, doing paperwork, class clean-up, prep for the next day, or “any other duty as assigned” are counted in your minutes.

Time in lieu

“Upon written request from the employee, the supervisor may allow the employee the option of taking time off in lieu of overtime pay.” (Article 8.2)”

If you work extra-time or overtime, either this school year or during the summer, **you are to be paid for it.** You have the option to ask your supervisor of taking “time in lieu” instead of being paid. You and your supervisor must agree on when you are going to schedule this time. If you cannot agree on a mutual time, fill out an extra-time/overtime sheet and take the money.

Use the time-in-lieu sheet (on the *myECSD portal* or on the *Unifor 52A website under Newsletters and Forms*) to record this time and schedule the dates with your supervisor in writing.

- (a) All overtime shall be voluntary. Overtime shall be defined as work performed beyond the designated thirty five (35) work hours per week or for work performed on public or statutory holidays. Overtime shall be paid at time and one half of the employee's regular rate of pay. Any overtime worked shall be paid for on the basis of one half hour overtime pay for any proportion of the first half hour worked.
- (b) Overtime and time in lieu, must be authorized in writing by the supervisor prior to being worked. Records of all overtime and time in lieu transactions must be kept in the location.

****If taking time in lieu, it must be entered in AESOP**

780 456 3277

www.ecssa.ca

unifor52a@shaw.ca

If you are wondering if you should phone... phone!

WE'RE ON THE WEB

2013-2014 Unifor 52A Executive / Committees

Wilma Ellenburgh	President, Negotiations, Social Justice, Liaison Committee, Kids Not Cuts Coalition, ECSD Trustee Meetings, Unifor Alberta Area Council Rep, Unifor Women's Committee
Elaine Lyttle-Cardinal	Vice-President, Negotiations, Social Justice, Liaison Committee, Kids Not Cuts Coalition, ECSD Trustee Meetings
Lise Viel	Secretary
Janice Bowman	Treasurer, Negotiations, Professional Development and Scholarship funds, Unifor Educational Support Staff Treasurer, Graphic Designs, Communications, Caring, Charitable Donations
Laura Fogden	Negotiations Rank & File member
Rick Klimchuk	Unifor National Rep
Rose Sayegh	Women's Committee
Nellie Siver	Women's Committee
Isabella Spears	Women's Committee
<i>not filled</i>	ECSD Liturgy Committee
Melanie Rodes	Caring
Carol Lapine	ECSD Health and Safety
Cindy Pelletier	Communications
Annette Abbenhuis	Social Committee
Mirosława Osuch	Social Committee
<i>not filled</i>	Profession & Wellness Library



**P.O. Box 1323
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Phone: 780 456 3277

E-Mail: unifor52a@shaw.ca

Website: www.ecssa.ca

*Support Staff
The glue that holds it all together!!*