



FROM YOUR LOCAL 555 OFFICIALS OREGON'S NEW FAIR SCHEDULING LAW *an overview*



DAN CLAY
President



JEFF ANDERSON
Secretary-Treasurer

July of this year saw the beginning of the implementation of Oregon's Fair Work Week/Fair Scheduling law: a huge step in the right direction for hourly workers across the state! Just like any big change, though, there will be questions on the part of both the employer and the worker while the details of the law get sorted out. The short version is that an employer who schedules fairly and adequately should see very little change, but employers who schedule down to the wire (and let's face it,

that's most of them) will definitely find themselves scrambling to figure out how to comply with the law. Remember: this law is designed to make workers' lives better. If your employer is trying to make your life harder, chances are that they're implementing the law incorrectly. **Please see the back pages of this paper for an at-a-glance guide to some what-ifs, an overview of what the law does and does not do, and some ways to understand the three types of predictability pay.**

MISSOURI IS UNION STRONG



Solidarity to our union cousins who defeated Prop A and overturned an anti-union "right to work" law.

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Who benefits from the new law?

Hourly workers at retail, food, or hospitality establishments (employing more than 500 nationwide), with few exceptions



What changes should I see in my work schedule?

Your schedule is required to be posted, in writing and in a conspicuous place, 7 calendar days before the first day on the schedule. (This changes to 14 days in 2020.)

Employers are not allowed to require employees to work back-to-back shifts across two days with less than 10 hours between for rest, unless the employee volunteers or consents.

When you start a new job that is covered by FWW, the employer must provide a good-faith estimate of the work schedule that includes median hours worked in an average month, and explains the voluntary stand-by list (details below) and how it impacts employees of the business.

How might this affect my pay?

Your employer is required to pay you for one additional unworked hour at your normal rate of pay if:

- 30 minutes or more are added to your scheduled shift
- Changes are made to when you start or end your shift with no loss in total hours
- Additional work or on-call shifts are added to the schedule



Additional work or on-call shifts are added to the schedule

- Hours are subtracted from your shift
- The date or start/end time of your shift changes, if it results in a loss of hours
- Shifts are cancelled (with few exceptions for safety, etc.)
- An employee is asked not to work when scheduled for an on-call shift

Additionally, if you volunteer or consent to work with fewer than 10 hours for rest scheduled between two shifts over two days, you must be paid at time-and-a-half for overlapping time.



What if I want to work additional hours?

You may agree to be on a voluntary stand-by list for the case of "unanticipated customer needs" or "unexpected absences."

You may request, after the advance notice of the written schedule is made, to be added to additional shifts. Changes resulting from these requests are not subject to the Fair Work Week laws.



What else should I know?

You may request not to be scheduled during certain times or at certain locations and your employer may NOT retaliate against you for making such a request, but may request verification of the need for the request. They also are not obligated to grant such requests.

Contacting UFCW

UFCW staff can be reached during business hours at **503-684-2822** or **800-452-8329**.

Please send any correspondence to our mailing address: **P.O. Box 23555 Tigard, OR 97281**.

The UFCW fax number is **503-620-3816**.

www.ufcw555.org



Dan Clay
President
Jeff Anderson
Secretary-Treasurer

STRONGER CONTRACT FOR A STRONGER COMMUNITY

Update

UFCW
LOCAL
555



Since the last Labor Press, the Unity bargaining team has met with employers twice.

In July, the employer came to the table for the second time, but not much progress was made. They did not address many of our proposals, including staffing issues, hours issues, or economic (wage) issues. Instead, they proposed:

- Scheduling you for fewer hours per day and more days per week
- Taking away your contractual premium pay during hard-to-fill times (nights and Sundays)
- Ignoring negotiated contractual rights if they find themselves unable to comply with the new Fair Work Week law
- Allowing courtesy clerks to check
- Reducing your sick time accruals
- Allowing meat dept. employees to do work currently reserved for meat cutters

- Taking away your vacation by requiring a “use-it-or-lose-it” procedure.

(They already attempt to do this individually, but they want contractual protections for it.)

We were not impressed.

As we told you then,
We say no to takeaways.
We say no to weakening our contracts.
We say it's time to stand together, united.

In August, we met with the employers for the third time and it probably won't surprise you to know that they came to the table with a whole lot of nothing. Some minor counter suggestions, and that was it.

The next scheduled negotiation dates are September 18th and 19th. We will continue to keep you informed and we need everyone to continue to show unity, wear your buttons, and be prepared.



As we continue to bargain with Kaiser Permanente at the local and national level it's become clear we face one of the most serious fights our Union has seen since the inception of the Partnership Agreement. Locally, it's clear that Kaiser Permanente NW is showing its disrespect not just to UFCW but all our sisters and brothers in the Alliance with their lack of response to proposals. Nationally, KP has proposed to jeopardize our income by sending you home without pay whenever they want.

It's time we show our solidarity and make it clear to management that we will not tolerate their disrespect or takebacks. To win fair contracts we need to increase the level of coordinated actions at work.

We need every Kaiser member of UFCW Local 555 to demonstrate that we stand united by wearing your stickers, buttons, UFCW scrub or colors (navy blue and gold) **every Tuesday until we reach a settlement.** Please use the buttons, stickers and shirts that have been distributed for previous actions. If your workgroup needs more please reach out to mrouse@ufcw555.org so we can get you additional supplies. Good contracts are not won at the bargaining table; they are won with solidarity in the facility.

PHARMACY BARGAINING: At the July 23rd and July 30th negotiations, KP's entire message was that the Pharmacy Techs, IV Techs, Pharmacy Clerks and Drug Stock Clerks already make too much. In short, they have refused to bargain in good faith and have presented no counter offer. By the time this paper has come out, we will have held a strike vote for Pharmacy members. Our next bargaining date is August 20th.

IMAGING BARGAINING: The most recent Local Bargaining sessions took place on August 2, 2018. Your bargaining team presented detailed wage survey data to support our economic proposals for each our modalities. KP Management only presented data on 2 of 13 modalities. Their information included incorrect math and compared our Imaging Assistants to Emergency Animal Hospital workers. Management used their limited and inaccurate data to declare that there is no need to make market adjustments to any of our modalities. We are disgusted by KP constantly belittling and devaluing our Imaging Assistants. The Imaging Assistants perform a critical role and provide industry leading patient care. We will not accept any underrating of our healthcare professionals. We will not accept KP's unprofessional refusal to bargain in good faith. Our next bargaining sessions will be on August 17, 2018.

EXECUTIVE BOARD OPENING

Due to an Executive Board members' retirement, a position on UFCW 555's Executive Board is open. If you would like to be considered for this position, please send a letter indicating your interest to Sandy Humphrey at 7095 SW Sandburg Road; Tigard, OR 97223.

Letters must be postmarked by September 28th.

2018 ANNUAL LABOR DAY Picnic

CELEBRATE LABOR DAY THE UNION WAY!

Every year, members and the staff of UFCW Local 555 participate in Labor Day activities all across our jurisdiction. We come together on this special day to celebrate the hard work you have done all year, and to remember the battles fought for the hard working people of this country. We invite you and your family to celebrate with us on September 3rd!

PORTLAND/VANCOUVER/ SW WASHINGTON

Oaks Amusement Park
10 am - 4 pm

The region's largest Labor Day picnic (up to 20,000 people!) turn up each year for barbeque, games, carnival rides, music, and the chance to hear from local politicians. There will also be a kids' scavenger hunt and a blood drive challenge. Lunch will be served from 11:30 am - 3:00 pm and is free to members and their families. Ride bracelets will be available for member's children. Politicians will be taking the stage to speak at 1 pm. Please note that this year the shuttle train is free to all picnic attendees! This picnic is sponsored in conjunction with the Northwest Oregon Labor Council and AFL-CIO.

ASHLAND/MEDFORD/GRANTS PASS

Emigrant Lake, Shelter D, 5505
Highway 66 (I-5 to Exit 14, Hwy 66
East 3.5 miles to Emigrant Lake
Park turnoff) 11:00 am to 3:00 pm
(lunch served at noon)

Food and entertainment for the whole family! There is a \$4 charge for parking. Sponsored by the Southern Oregon Central Labor Council.



BEND

Pioneer Park (NW Wall St.)
12:30 pm to 3:30 pm

The Central Oregon Labor Chapter would like to invite you to participate in our annual Labor Day Picnic with food and drinks for everyone, live music and a beautiful setting on the Deschutes River. Bring your family, invite your friends; all are welcome. Please bring a dessert, everything else is provided.

EUGENE/SPRINGFIELD

Splash Pool Picnic Shelter;
6100 Thurston Road, Springfield OR
Noon to 3:30 pm

Hamburgers, hot dogs, live music, door prizes: fun for the whole family! Please bring a side dish to share. No alcohol allowed. This picnic is put on in conjunction with the Lane County Labor Council.

PLEASE NOTE: THERE WILL BE NO NORTH BEND/COOS BAY AREA PICNIC THIS YEAR.

COWLITZ-WAHKIAKUM COUNTIES

Toutle River RV Resort (150 Happy
Trails, Castle Rock, WA, Exit 52 off
I-5) 10 am - 3 pm

Hamburgers, hot dogs, and BBQ ribs will be provided. Bring the family and your favorite side dish to share. Come out for music, swimming, games for the kids, a bouncy house, a giant croquet tournament, and the chance to socialize with other local union members from our community!

SALEM

Salem River Park:
230 Front St SE 11 am - 1 pm

All friends of labor and their families are welcome for BBQ, side dishes, soft drinks, and great company! Food will be served from 11:10am-12:30pm. Political guest speakers have been invited to speak from 11-11:30am. This picnic is put on in conjunction with the Marion-Polk-Yamhill Central Labor Council and we request that you bring two cans of food or \$2 per person if possible for donation to the Marion/Polk Food Bank.





UFCW Local 555 Years of Service

OUR MEMBERS ARE OUR GREATEST STRENGTH. CONGRATULATIONS ON THESE MILESTONES!

45 YEARS

Walter Fipps

35 YEARS

David Heisner

30 YEARS

Roy Bright

Caryn Edens

25 YEARS

Cara Borough

Bill Gallagher

Roger Lee

Cornel Magda

Donna Parkison

20 YEARS

Alice Arvizu

Angela Edwards

Julie Englund

Michele Flanagan

Maryann Munkers

P. Allison Neelley

Marianne Ogura

Carrie Withrow

15 YEARS

Charles Andersen

Salina Anokwuru

Carolyn Brown

Pedro Calderon

Mark Cao

Sonja Delarosa

Patrick Dormezil

Charlotte Hardin

Daniel Long

Michele McCreary

Char Mcguire-Ames

Kevin Melton

Glen Moulton

Vickie Quast

Erica Rezac

Clay Robinson

Cheryl Rodriguez

James Sinclair

Kara Starreveld

Christine Vandehey

Terry Walker

Dorana Wright

10 YEARS

Dianne Armstrong

Dianna Baker

Stephanie Barth

Sara Belk

Delinda Bergquam

Brian Bisbee

Holly Carpenter

Justin Chain

Sokhon Chhun

Amy Christensen

Meloney Collins

Ashley Cooke

Kimberly Cope

Shirley Crandall

Dena Daniels

Donald De Augustine

Medka Din

David Dominguez

Anna Dull

Todd East

Earnest Eaves

Nicholas Edge

Jacob Edwards

Jerrold Flannery

Tatyana Fursova

Mary Hernandez

Liridona Hoxha

Thet Htay

Eric Johnson

Deborah Jones

Shelia Krohn

Brandy Lyle

Terri Molina

Kerri Norman

Carole Parks

Antonio Ortiz Perez

Michael Louis Ramseyer

Aimee Reddy

Margarito Rodriguez

Mary Scriber

Fredric Siewert

Joyce Stanton

Travis Steinpreis

Stephanie Sweet

Barbara Tillman

Jared Trask

Kyle Trimbo

Meredith Walter

Judith Weidler

Kenneth White

Sherri Winterstein

5 YEARS

Carlos Alfaro

Minine Andereas

Amanda Argostino

Cristina Armenta

Carissa Bickford

Matthew Borgens

Cheryl Bradley

Niesha Bristow

Daniel Brook

Victor Cardenas-gallardo

Miriam Casillas

Richard Chamberlain

Erin Clarke

Chandell Cook

Eric Deal

Brendan Ffitch

Nicole Findley

Tyler Foster

Pamela Fryberger

Lucia Galvez

Sara Garcia

Hannah Gore

Tiffany Grant

David Grimes

Quyen Ha

Debra Hafen

Randy Hardin

Anthony Hart

Ramar Hatchett

Ubaldo Hernandez-nieto

Jacob Hillman

Josh Hohlt

Kyle Hopkins

Aaron Jackson

Timothy Jackson

Jody Jennings

Jessica Jensen

Christina Jimenez

Jeremy King

Victoria Koski

Michele Krause

Jeremy Lee

Tom Lester

Diana Letz

Jasna Lisic

Jessica Looney

Alyssa Looney

Liliya Marchuk

Teresa Mcgrath

Michael Mingle

Martin Molina

Apen Muludy

Shawna Naeve

Carissa Olah

Robert Oneill

Brenda Ortiz

Erica Perez

Laura Plagata

Nancy Platano

Patricia Polamalu

Stephanie Preston

Ashley Reeves

Margaret Reppeto

Desiree Reynolds

James Rodney

Ay Saechao

Isaiah Salcido

Brian Sanderlin

Juan Aguilar Santiago

Theresa Shirkey

Patrick Shook

Cole Snider

Karen Thibodeau

Levi Thompson

Morgan Todd

Sarah Turner

Chris Watkins

Rose Wolff

Katherine Worland



Grievance update:

GRIEVANCES FILED YTD 2018

124

MONEY RECOVERED YTD 2018

\$32,022

MEMBERS RETURNED TO WORK YTD 2018

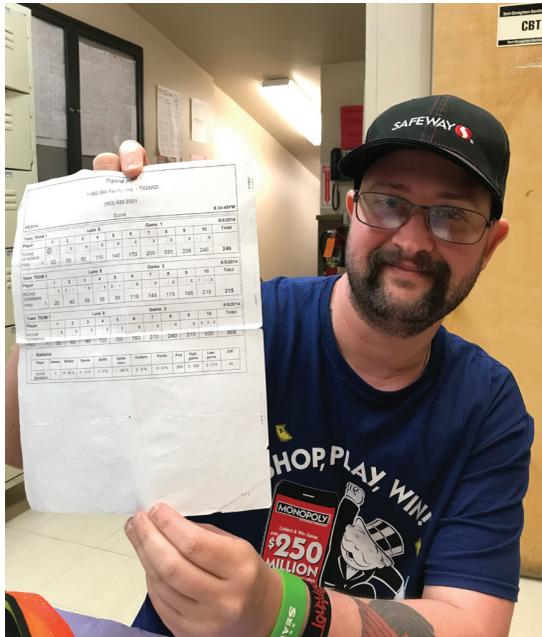
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UFCW 555 Member Spotlights



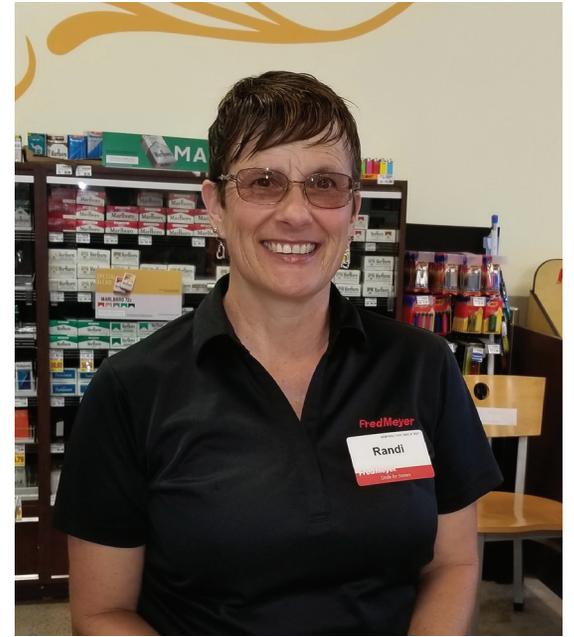
“Recently I had to take a leave of absence from Safeway. The UFCW was extremely helpful with my disability claim. Additionally, the staff at UFCW answered all of my questions and they were always willing to assist me. I am proud to be a member of this union and I'm extremely grateful for all of their assistance during a difficult period of time.”

EVA KICKLIGHTER, COOS BAY SAFEWAY



Richie Gensman has been a proud UFCW 555 member for 21 years coming from the Lake Oswego Albertsons (which closed in 2015) to the Lake Oswego Safeway. Richie is grateful for the union insurance which saves him several hundred dollars a month on prescriptions. Richie has been in bowling leagues for the USBC for the last 27 years, since he was 14 years old. If you know anything about bowling, you know that getting a 300 is a BIG deal. Richie scored 300 about 3 1/2 years ago and is proud to show that accomplishment off with the score sheet he has saved!

RICHIE GENSMAN, LAKE OSWEGO ALBERTSONS



“I am very excited about getting my new medical insurance. Thank you UFCW, for being on top of these things.”

RANDI ELSA, EAST SALEM FRED MEYER



“Our Bargaining Team at Legacy Emanuel Hospital Pharmacies settled a four year contract this week. In addition to winning wage and pension increases every year we won new language creating a Work Environment Committee. This will allow us to work with Legacy management on issues impacting us, expanding our voice on the job.”

**FRONT: AMY, AMI, IGOR. BACK: BRIAN, VIRGINIA
LEGACY EMANUEL HOSPITAL PHARMACIES**



“My name is Robin Clark and I'm a UFCW Steward at Kaiser Permanente's Sunnyside Hospital. We had a lot of issues at work but stood strong as Union members and took action. Now that management knows we have power they respect us more and are starting to work with us in partnership!”

ROBIN CLARK, KAISER SUNNYSIDE



“Up until about 2 years ago, I was working a non-union job that didn't provide health coverage. As I've gotten older—I recently turned 51—health coverage has become more and more important to me. It has been warming and comforting to know that my union has my back and has helped me get the care that I need—without destroying my wallet!”

CAROL CARLIN, McMINVILLE ALBERTSONS



“We found out that for two years, I had been on the wrong pay scale. My union representative reached out to corporate HR for me— as our attempts to resolve the matter at the store-level had failed— and after 6 weeks, not only did she get me on the right scale, but I was also given nearly \$2,000 in retro pay! I'm very grateful to Alycia for all of the hard work and dedication that she put into this situation.”

MISSY WHITE, WEST HILL QFC



In 1965 Moira Taylor (or Margaret, as she is known) worked as a Safeway Checker in Orange County, CA, when she won the Retail Clerk's Top Scholarship. This scholarship helped open many doors including access to other scholarships. Margaret was named a "California State Scholar" and given full tuition to the University of Southern California. Graduating in 1970 with a Doctorate in Pharmacy, Margarat eventually made her way to Portland, where she still works at Legacy Emanuel Hospital and is a long-time member of UFCW Local 555.

MORIA (MARGARET) TAYLOR, LEGACY EMANUAL INPATIENT PHARMACY

"I was very happy with the treatment I received from UFCW 555 and my Union Rep, Michelle, after I was advised from the store that I was being terminated... After working with the union and the unfair treatment I was receiving, I was brought back to work on the team— I am very happy to say that everything is back to normal."

AMANDA KING, COOS BAY SAFEWAY

"I wanted to thank UFCW for the night at the ball park and the security of our bargaining agreement. I know we are going into negotiations, so my rep and stewards have been in the store letting us know how to stay informed. Thank you UFCW, and all the members that have the opportunity to be part of the bargaining team. Stay strong!"

BRAD PEARSON, ASHLAND ALBERTSONS



UFCW thanks hard-working members and their families with a member appreciation night out with the Medford Rogues on the party deck. Burgers, dogs, friends, and a good game made for a great time!

MEMBERS' NIGHT OUT



Sarah and Shannon have been working at Albertsons in Hillsboro for several years. They are both strongly supporting their union's efforts get a good new contract. They understand that wearing the buttons is the first step and are excited for the next phase of negotiations.

SARAH BURNS & SHANNON HIGGINS, HILLSBORO ALBERTSONS



"I have been with Safeway for almost 12 years, and am now taking on a bigger role by becoming shop steward at the McMinnville store and getting involved with bargaining for our new contract. Getting more involved means being better informed, which makes a huge difference. You really don't know what the union can do for you until you take action yourself. Take a chance! Get involved!"

PAULA WALLSTEED, McMINVILLE SAFEWAY

"My name is Yvette Silmon and I work at the Orchards Fred Meyer in Vancouver, Washington as a checker. I have been with Fred Meyer for 20 years. I think the union is great and it just makes me feel good to know I can come to work and have some protections that I would not have if I were non-union. Back in 2009 I was in a situation where I was termed, a grievance was filed, and my rep saved the day and got me back to work. The only thing I regret is not having been more active with the local in my store in previous years. I just would like to say to my co-workers: keep your head up and stay positive."

YVETTE SILMON, ORCHARDS FRED MEYER



What if...?

Your employer SAYS:	You RESPOND:
I've had to cut your hours due to FWW because I can't afford the penalties.	→ That's ridiculous! Just schedule adequate coverage with enough notice and you won't incur penalties!
Sorry, you can't trade shifts anymore because of FWW.	→ Incorrect! All employee-initiated changes are allowed. Swaps will not cause a penalty for ANYONE and are 100% allowed.
FWW means you can't take bereavement leave anymore.	→ Nope! FWW gives me MORE rights, not fewer. My bereavement rights are part of my contracts and still apply. If you accept my request, it likely counts as an "unexpected employee absence" and you can schedule via the stand-by list.
I know clopenings work well with your schedule but I can't give them to you anymore, because of FWW.	→ That's not true! I am allowed to request or voluntarily accept clopenings. You just aren't allowed to give them to me without my consent. And when you give them to me you have to pay me a premium (time-and-a-half) for the time between them that cuts into my mandated 10-hour rest period.
You need to sign an exception report when you clock off a few minutes late.	→ Well, if you need me to, that's your decision. HOWEVER, don't blame FWW for this. No FWW penalties kick in until our schedule shifts change by 30 minutes either way. So, really, this isn't necessary for tracking anything. If I'm more than 30 minutes late due to negligence or a mistake on my end, then an exception report makes sense.
You need to sign an exception report if you finish more than 29 minutes early and want to leave.	→ No problem!
You cannot request time off unless it is ahead of our schedule-posting requirements. (7 days advance notice now; 14 days advance notice starting in July of 2020)	→ That's not true. I can request time off whenever I need to, or swap shifts with someone. If I request time off, you can either accept or reject my request, but you cannot penalize me for asking. If you accept my request then it counts as an "unexpected employee absence" and you can schedule via the stand-by list with no penalty!
You have to give us a reason for your time-off request.	→ No law, including FWW, imposes this requirements.
We've had to move the time-off book into the manager's office.	→ Um, ok. That's your call, but it has nothing to do with FWW. If I get the sense that this is a scare-tactic to intimidate me into not asking for time-off, I will inform my Union Rep.
You can ask for time-off, but we may need to penalize you for that.	→ Hang on, let me get my Union Rep on the line. That's a violation of FWW and my contract.
We do not have to honor your request for time-off.	→ You're right! You do not have to honor my request for time-off. I hope that you will do so, though, or I wouldn't have asked. If I get the sense that you are using my time-off requests to penalize or intimidate me, I will need to inform my Union Rep.
The FWW law penalizes you for asking for flexibility.	→ Nope. The FWW law is designed to make sure that fair schedule responsibility lies with the employer, not with me. It does not penalize me. In fact, all employee-initiated changes are allowed. The difference is that you aren't allowed to schedule me without consideration for my life and my worth.
I can't afford to spend any time figuring this out and making sure we get this right, because I'll be penalized.	→ All predictability pay is in place right now, true. However, BOLI fines and civil penalties don't kick in until January of 2019! There is a six-month grace period between the law being implemented in July of 2018 and penalties being charged, specifically to allow us all time to make sure we work out all the complexities.
The stand-by list means you'll never get predictability pay.	→ Here, let me show you the predictability pay flowchart on the other side of this paper so that you will better understand when you owe me predictability pay and when you don't.
I can't give you hours if you don't sign the stand-by list.	→ Not only is that untrue, but it's coercion and is illegal. If you have questions, let's discuss how the stand-by list works. BUT if you are telling me that you will cut my hours because I am not on the stand-by list, then I will get my Union Rep on the phone right now.

OREGON'S Fair Work Week Law

DOES

- require 7 days advanced notice of schedule (14 days as of July 2020)
- strengthen your contractual rights
- allow you to trade with colleagues and/or take sick or bereavement leave
- guarantee that the company cannot retaliate against you for requests for time off
- allow you to decline an offer of extra hours/extra shifts without retaliation

DOES NOT

- eliminate your option to request time-off after schedule has been posted
- weaken your options for flexibility or override your contractual rights
- eliminate the option to switch shifts
- guarantee that your requests for time off will be fulfilled
- require you to accept any shifts that are not on your posted schedule

“Employee-initiated” is the magic phrase! Once schedules are posted, the employer can't change them without penalty. BUT YOU CAN. You can swap shifts. You can call in sick. You can take your bereavement leave. You can go out on maternity leave. You can leave early (if you sign an exception form). This law gives YOU more control, as long as your manager approves your request.

The stand-by list: to sign, or not to sign

Signing is YOUR CHOICE.

Signing means you are less likely to get predictability pay in exchange for being among the first who are offered to fill those unexpected open shifts. (Turn page to see flowchart.)

You can always change your mind and add or remove your name from the stand-by list at any time, with no penalty.

If you feel that you've been pressured to sign the list, threatened with cut hours if you didn't sign the list, or in any other way coerced to sign it or pressured because of your choice, contact your Shop Steward or Union Rep immediately.

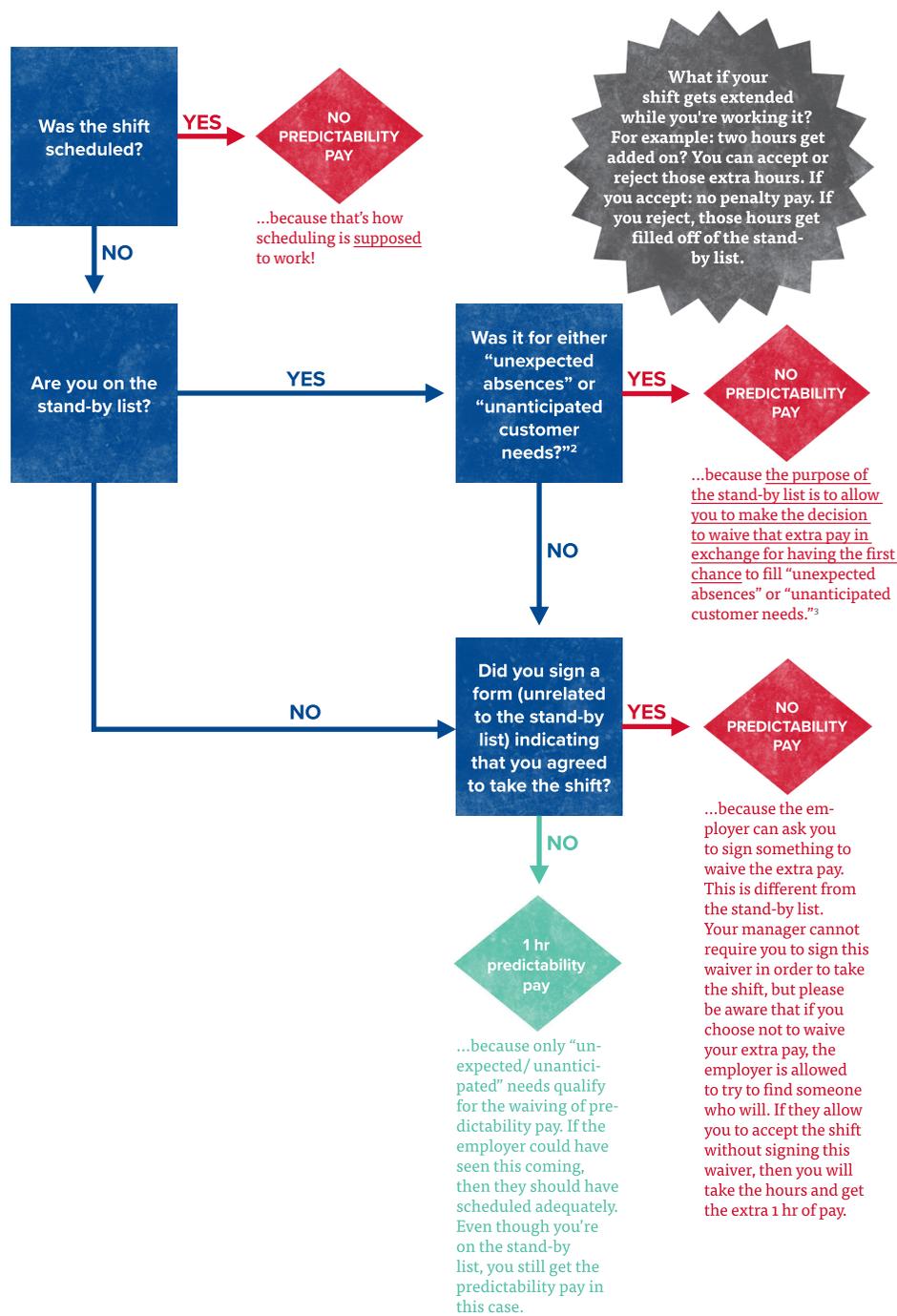


Dan Clay, President Jeff Anderson, Secretary-Treasurer

Guide to PREDICTABILITY PAY:

Addition to Schedule of > 30 MINUTES

The short version: 1 hr of additional pay if certain criteria are met



FOOTNOTES

¹ If you are coerced or threatened into signing the stand-by list, or fear retaliation (including being told that you may not get hours otherwise), please reach out to your Shop Steward or Union Rep.

² The concept of "unexpected employee absence" is pretty self-explanatory. However, "unanticipated customer needs" is not tightly defined by BOLI yet. Please let your Union Rep know if you are being scheduled for something that you do not think should qualify as "unanticipated" so that they can add it to our report to BOLI.

³ If the stand-by list is not being called by seniority, please reach out to your Shop Steward or Union Rep.

This is an overview of a brand-new law that is first in the nation, and as such, there will be some situations in which the rules will need to be clarified by BOLI.

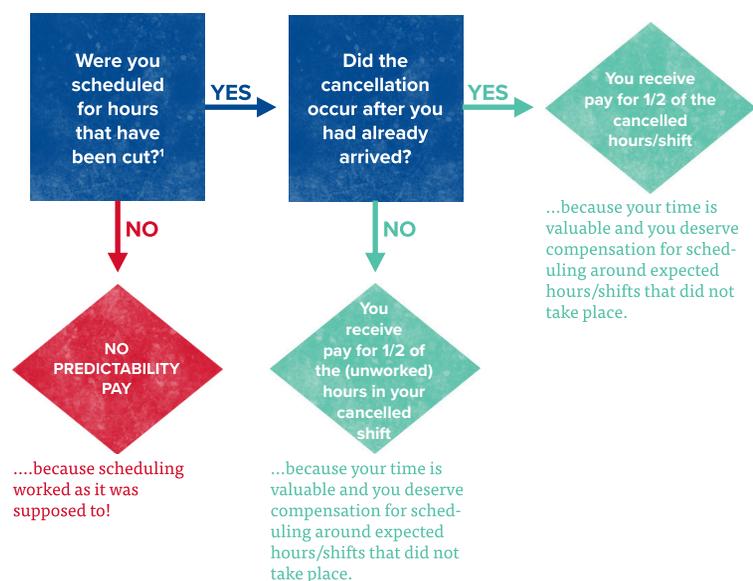
BOLI is the Bureau of Labor and Industry and (along with the state labor commissioner), they are responsible for enforcing this law.

Also, there will be exceptions that aren't on here! (For example, if the power goes out on the day a schedule is to be posted, then of course it will be late. If your shift is cut for disciplinary reasons, of course you do not get extra pay, etc.)

When you encounter an exception, just ask your Shop Steward or Union Rep for guidance and we will all work together to arrive at a solution.

SUBTRACTION to Schedule of > 30 MINUTES

The short version: pay for 1/2 of hours that have been cut

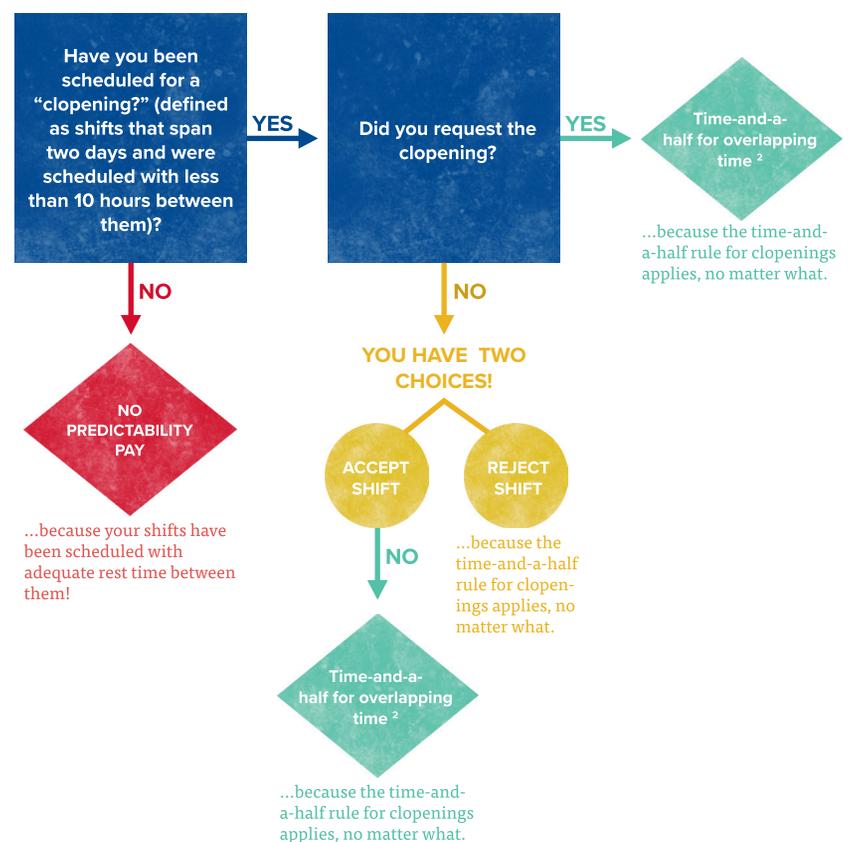


FOOTNOTE

¹ Or, were you scheduled for an on-call shift and not called in to work?

CLOPENINGS¹

The short version: clopenings are not an option unless accepted by the employee, and overlap time is time-and-a-half



FOOTNOTES

¹ Defined as: less than 10 hours of rest scheduled between two shifts that overlap two days.

² Overlapping time is defined as any part of the shift that's within the ten hours. For example, let's say your first shift ends at 10 pm. Your second shift begins at 4 am. There are only 6 hours in between those two shifts. 10 hours minus 6 hours = 4 hours, which is how many hours you'll get time-and-a-half for.