

# How well do you know the Contract?



**ANSWERS TO SOME OF THE MOST FREQUENTLY  
ASKED QUESTIONS FROM MEMBERS.**

# #1 Raises!



When do I get **MY** raise?

- 1% Tomorrow! (First full pay period in January 19th)
- 1% First full pay period in June (the 21<sup>st</sup> pay check)
- 1% First full pay period in January 2013

## #2 Contract Book!



When will I get MY copy of the contract, after it expires?

- The contract is available on the Local web site
- Print options are being explored

Why isn't it on Kaleida Scope?

- The Unions have no control over the Employers web site, they have the same edition of the contract as the Unions do

# Daily Double



How many pages is the latest version of the contract?

- 341 Pages

# Call-Ins



How many times can I call in?

- “1 Personal Day” - Up to one shift of paid time off will be designated for personal reasons. PTO used for personal reasons will be granted with 24 hours notice
- Unscheduled Call-ins - every employee is allowed 6 unscheduled absences per calendar year without penalty, unless the employee has already received a verbal warning for violation of this policy (must give 2 hr notice)

# Call-Ins around the Holiday



Will I get paid if I call in PTU around a Holiday?

- PTO will not be paid when the employees do not report to work for the last scheduled shift before a holiday or the first scheduled shift after a holiday, providing that either of these days are within three (3) days of the holiday
- PTO will also not be paid when an employee does not report for work on their scheduled shift on the holiday

# Perfect Attendance



What is the definition of Perfect Attendance?

- Perfect attendance is defined as having zero (0) hours of unscheduled time off
- Unscheduled time off for jury duty, bereavement leave, military leave and union business will not count against reaching eligibility status

# Perfect Attendance



How many eligibility periods are there?

- There are 2 eligibility periods per year
  - 1<sup>st</sup> period is the first day of the first pay period of the calendar year until the last day of the thirteenth (13th) pay period of the calendar year (January 1<sup>st</sup> – June 30<sup>th</sup> )
  - 2<sup>nd</sup> period is the first day of the fourteenth (14th) pay period of the calendar year until the last day of the twenty-sixth (26th) pay period of the calendar year (Dates to be determined)

# When do I get MY MONEY and how much?



- Payments will be made in the third (3<sup>rd</sup>) paycheck following the eligibility period (August 2<sup>nd</sup>)
  - Full Time and Flex Employees receive \$250
  - Part-time Employees receive \$150
- Employees will be paid the applicable amount based upon their status as of the last day of the last pay period of the eligibility period

# Weekend Make-up



I have intermittent FMLA, do I have to make up weekends if I call in?

- Employees will be scheduled to make-up a weekend shift when they call-in sick or call-in absent on a scheduled weekend shift

Bonus: When will it be scheduled?

- Weekend make-up will be scheduled within two (2) time blocks of the call-in

# Filing a Grievance



My co-worker is a JERK, can I file a Grievance?

- No, we don't file grievances on co-workers being jerks
- Grievances are contract violations, disparate treatment, unjust disciplines, work rule violations, etc...

# Grievance Procedure



How many days to file a grievance?

- The grievance must be reduced to writing and presented to the employer within 20 calendar days

# Grievance Procedure



How many days for a step 1?

- Steward must meet with Manager with in 7 days of receipt of the grievance
- The employer must respond with in 5 days of the meeting

# Move to Step 2



What are some time frames associated with step 2?

- Notify employer within 10 days
- Meeting within 7 days of receiving
- Employer decision within 14 days

# The 2<sup>nd</sup> Daily Double



Step 3 - What are some particulars regarding arbitration?

- 45 days after the receipt of the step 2 response to secure the date
- There is a list of 7 arbitrators
- May agree to nonbinding mediation

# Did it get your brain thinking?



**I HOPE THIS HELPED YOU THINK ABOUT  
SOME OF THE ARTICLE CHANGES.**

**AS ALWAYS.... CALL THE UNION OFFICE  
WITH QUESTIONS!**

**816-1168**