



GSU Local 14 (Richardson) Car Loading Options/Plans/Tools

Car loading is an issue frequently causing problems for terminal elevator employees. Being constantly expected by your employer to adapt and adjust schedules at the last moment is all too common. Fortunately, you have tools you can use to help push back against unreasonable expectations, create a better work/family balance, and ensure that you and your coworkers are safe at work.

Standby (Collective Agreement page 42 - Article 19.5 Standby Pay)

- When you are away from work, if you have not been assigned to be on standby duty you are not required to answer your phone or reply to a text message from your boss.
- Standby is when a member is not on regular duty but has been assigned standby duty and must be available to respond to requests to return to duty.
- When on Standby you are entitled to receive two hours of regular pay for each eight-hour period or major portion thereof you are on Standby.

Scheduled Hours (Page 37 – Article 18 Hours of Work)

- The Company has considerable leeway when scheduling your hours of work.
- Subject to the Canada Labour Code and regulations, your employer may be able to change your shift on short notice.
- When you leave work at the end of your work day or week, verify when you are expected to report for work the next day or week. Unless you have received notice of a schedule change, the shift scheduled for you when you left work is your scheduled shift and you have the right to report for work on that basis.

Does Your Employer Have A Fatigue Policy?

- Find out whether there is a policy, learn it and follow it when working.
- Ensure everyone stays safe. If you feel fatigued at any point while you are at work say so and ask for relief.

Refuse to Work OT (Page 38 – Article 18.4 Overtime)

- All overtime is voluntary after an employee has worked 12 hours in any shift or 48 hours in any week (00:01 a.m. Sunday to 24:00 the following Saturday).
- The decision to refuse to continue to work in the voluntary portion of overtime is solely your decision to make.
- Your employer can't reprimand you for not working voluntary overtime.

Phone Calls and Texts After Hours

- Unless you are assigned to be on Standby and are being paid Standby pay, don't answer your phone or texts when you are away from the worksite on your time off.
- If you are on Standby you are required to answer and reply to all phone calls and texts.

OH&S

- Safety is always first.
- If you are feeling unsafe:
 - follow the policy and process,
 - stop any unsafe work, and
 - notify your supervisor or manager so you and your coworkers remain safe.

Make Informed Decisions

Take an active role in your working conditions. Take the time to understand what your employer is expecting of you and your coworkers. Take the time to get advice from GSU and, above all, be sure to ask questions.

Know and Enforce your Rights

Knowing your rights and making sure you are treated fairly strengthens your collective agreement.

If you are experiencing a problem or if you have a question, contact a GSU staff representative.

Our services are provided to you as part of your union dues.

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