

UCCE NEWS & VIEWS

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Edition

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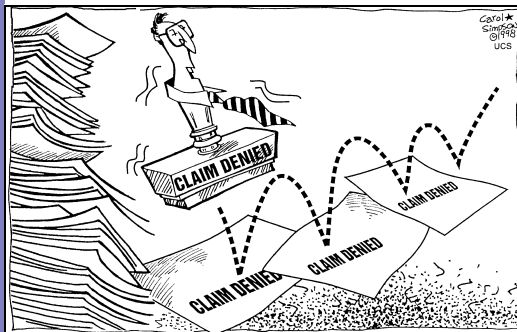
Class Trial Period & Reversion Rights

The Duty to Accommodate

UCCE would like the membership to be aware of the Employer's 'Duty to Accommodate'. Workplace accommodations fall under Human Rights law and involve what are called 'protected grounds'. The protected grounds we most commonly encounter in the work place are Religious beliefs, Physical and Mental Disability, Family Status, and Sexual Orientation. Because these are 'protected grounds' it means that there can be no discrimination against a person over; their religion, a physical or mental disability, family status, or a person's sexual orientation. The Employer is obliged to accommodate (to the point of undue hardship) a protected ground. Most of the accommodations the Union does are medical accommodations. This means there is medical evidence of a physical or mental disability which in some way has impacted an employee's ability to perform their job duties. Typically there are medical restrictions which temporarily or permanently impact the job duties (i.e. lifting restrictions). The Employer will try to accommodate temporary restrictions by modifying the job duties or placing the member in an alternate position. If the medical restrictions become permanent, then the collective agreement requires that the union, the employer, and the employee have a meeting to attempt to accommo-

date the medical restrictions. If the employee's current job cannot be modified to accommodate the restrictions, then an alternate position will be considered. If you have any questions regarding accommodations (medical or otherwise), please contact UCCE at #403-299-6700 for more in depth information.

- By Robert Poxon



Corporate America simplifies the complex maze of workers' compensation.

Have you had a WCB claim denied? Did you know that we have a resident WCB expert that works in the Union Office? Call Robert Poxon with any WCB related questions. 403-299-6700

What is Internal Theft?

People think of theft as grabbing a sandwich and eating it without paying. In the wonderful world of retail, that is only the tip of the iceberg!

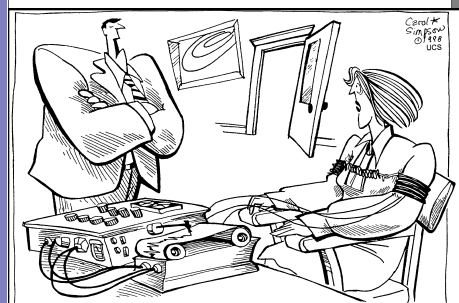
For all of you out there who are fuzzy on what may be considered internal theft, I am going to give you a sample list (& this is not a complete list by any stretch of the imagination!!)

- Using someone else's Revved-up-Reward coupons.

- Accepting tips and not turning them in.
- Eating samples in greater quantities than meant for the public (aka grazing)
- Taking promotional coupons not earned by you (e.g.: dish coupons)
- Crediting a non-member's purchases to your own or a family/friends membership #.
- Eating or taking something that is in the garbage or on it's way to the garbage.
- Editing yourself for time not worked (for example—breaks not taken).

Think twice before you act!! Ask yourself if it is worth losing your job over doing something that could fall into the category of "Internal Theft". It is best not to do something than be terminated for theft.

— By Debbie Pearson



"You MUST be stealing from the company. You're raising a family on what we pay you."

