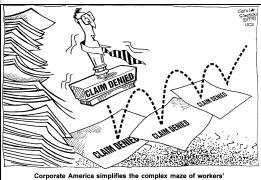
The Duty to Accommodate

UCCE would like the membership to be aware of the Employer's 'Duty to Accommodate'. Workplace accommodations fall under Human Rights law and involve called 'protected are 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** 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 accommodate 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 or 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 in not a complete list by any stretch of the imagination!!)

 Using someone else's Revvedup-Reward coupons. Sept./Oct. 2012 Edition

Inside This Issue:

The Duty to
Accommodate

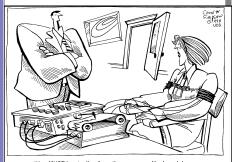
What is Internal Theft?

Class Trial Period & Reversion Rights

- 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 nonmember'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."

Class Trial Period & Reversion Rights

Don't know much about class trial? What it is, how long it is for and what your rights are surrounding your class trial? The following information can be found in Article 11 of the Collective Agreement. One thing to bear in mind is...... it is very important that your class trial reviews are done on time!!

Class Trial Period

Employees who accept a position outside of their classification shall be on a Class Trial Period. There are 2 different lengths of the class trial period depending on the classification. Twelve (12) calendar weeks is for all classifications except the following:

FMC
Cake Decorator
GUC
Meat Cutter
ALL Supervisor positions

These classifications will have a class trial period of seventeen (17) weeks.

Class Trial Period Reviews

Employees on a Class Trial shall be provided 2 mandatory formal trial period reviews with regards to their performance. For those on a 12 week trial period, the reviews shall be delivered prior to weeks 4 and 8. For those on a 17 week trial period, the reviews shall be delivered prior to weeks 6 and 12. There shall be a minimum of 4 weeks between reviews in both situations. The purpose of the reviews is to evaluate performance in the new position so nothing on the review should be a surprise to the employee. Coaching and feedback should be on-going during the trial period.

Class Trial Reversion

The class trial period is for the employer as well as the employee to figure out if you are a good fit for the new position. If the employee decides that the new position does not suit them, they can revert back to their former position. This must be done after working at least 4 weeks and before completing 7 weeks. The Employer will guarantee the former classification, rate of pay, guarantee of hours and where possible the former centre/location. If your original centre/location is not available, temporary arrangements will be made at an alternate location and you will be put on the List for your original centre/location. If the Employer decides that an employee does not meet the minimum performance expectations through the trial period reviews, they also have the ability to revert you to your former position. The same guarantees apply for them as for self reversion.

- By Myrna Pollock

Bargaining Surveys

If you have not filled in a Bargaining Survey, please do so soon.

The Bargaining Committee will be meeting to tabulate the results and to draw up a proposal. Your input is needed in order to bargain for what you want.



Newsletter Committee:

Myrna Pollock, Chair

Committee Members:

Debbie Pearson David Pilz Vince Singh

We need your input. Please send your news, announcements, letters, questions, happy thoughts, concerns or complaints to the Newsletter Committee C/O the U.C.C.E. Office through the Inter-office mail

OR

Fax to (403)299-6710

OR

EMAIL reception@ucce.info.

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Website www.ucce.info
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ANNUAL General Meeting

Sept 11, 2012 7:00 p.m. at the

Radisson Hotel 2120—16 Ave N.E.

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