

UCCE News & Views

Winter 2025

VERIFYING IDs CAREFULLY - It's the Law

We cannot stress enough the importance of double-checking the date of birth on government-issued identification. Federal law strictly prohibits the sale or provision of tobacco, vaping, lottery, liquor, or cannabis products to anyone under 18. Failing to comply can have serious personal consequences.

Both AGLC and AHS can impose fines directly on employees who break the law. Members have faced personal fines starting at \$3000, and government penalties now reach up to \$10,000 for a first offense. For second or subsequent offenses, fines can climb as high as \$100,000. Beyond financial penalties, employees may face suspension from their employer, which can create significant financial hardship.

To protect yourself, always take the necessary time to verify government-issued IDs. If you're unsure, ask your Supervisor or Manager for guidance, and use all verification tools provided by the employer. By taking these precautions, you safeguard yourself, your job, and the safety of the workplace.



On behalf of UCCE Executive, we extend our warmest wishes for a joyful holiday season and a prosperous New Year to all members and their family.

BARGAINING UPDATE

Negotiations began in September and remained ongoing. We have addressed numerous proposals and are now finalizing the remaining issues, primarily the monetary aspects. Our latest proposal was presented on December 11, and the Employer is expected to respond after the New Year.

At that point, we will assess whether a fair and reasonable Memorandum of Settlement can be reached or if further steps are necessary. Your Bargaining Committee will continue to keep you informed. Thank you for your ongoing support.

QUICK REMINDER: GIFT CARDS, CASH & SCAMS

Please remember to stay extra cautious when processing gift card transactions. Keep in mind that gift cards have **expiration dates and velocity limits**. While the sale may still go through the tills, these issues can lead to till outages, so double checking is important.

When receiving large amount of cash, take your time, there's no need to rush. If you

this issue

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BARGAINING UPDATE
QUICK REMINDER: GC, CASH & SCAMS
FESTIVE, FUN and FRIENDLY
HOLIDAY SEASON SAFETY REMINDER
ARE YOU LATE OR NOT?
HAVING ISSUES AT WORK? REACH OUT
YOUR SOCIAL MEDIA ISN'T ALWAYS PRIVATE
POSTING OF SCHEDULES

need a second person to verify the amount, feel free to call your supervisor or manager.

Please remain alert for potential scams during this busy season. Stay vigilant and remember that you're never on your own, help is always just a page away.

FESTIVE, FUN and FRIENDLY

The holiday season is here, and that means it's time for company Christmas Party! It's fun and festive occasion, but it's also a professional event. While we encourage everyone to enjoy themselves, please remember that your behaviour matters.

Unfortunately, holiday parties can sometimes go off track when a few people let loose. Misconduct, even during celebrations, can have serious consequences.

So have fun, celebrate safely, and make great memories, but keep in mind that responsible behaviour ensures everyone can enjoy the season without any regrets.

HOLIDAY SEASON SAFETY REMINDER

Incidents of shoplifting tend to increase during the holiday season. We want to remind everyone that your safety is always the top priority. No amount of stolen

Did you know...

☺ Are you calling in sick and a manager is asking you for medical documentation and you feel that you don't fall into the requirements of bringing one in, such as frequency of calling in, the duration exceeds two days, or the employer believes that the employee may not be ill or disabled from work? Call us and we can look further into this.

☺ Employees shall be alternatively scheduled to work the holidays. Wherever possible, Employees who are not scheduled Christmas Eve shall not be scheduled on Christmas Day and Employees who are not scheduled on New Year's Eve shall not be scheduled on New Year's Day. Refer to CA Article 9.31.

☺ When initializing an entry in your work record, always include the date you signed off. You may also add a brief explanation below the entry if needed. For example, fifteen minutes late due to poor road or weather conditions, especially when clarifying an entry made by your manager or supervisor.

☺ Your email address isn't just used for Union communications — it's also how you'll receive the voting link for the contract ratification. Make sure your email on file is up to date so you don't miss your chance to vote online! Please email itadmin@ucce.info with your First & Last name, employee #, & preferred non-COOP email to receive UCCE communication.

Continuation of Holiday Season Safety Reminder

products or even the entire content of a till is worth risking your life.

Members are advised not to get involved, chase, or assist in any situation that could put their safety at risk. This is beyond your pay grade, employees are not security professionals, and the Company employs security personnel to handle these situations.

ARE YOU LATE OR NOT?

Are you being told that you must be at your workstation at the start of your shift otherwise you are late? Attendance Policy 870-00-80 states that you are required to swipe in at your scheduled start time and then proceed straight to your department ready to work. So don't panic. If your shift starts at 7am and you swipe in at 7am and proceed straight to your workstation, your fine.

Anything two minutes or more after the shift starts could be considered late. And remember that punching out two minutes or more before the shift end without approval could be considered unauthorized leaving early.

HAVING ISSUES AT WORK? REACH OUT

The workplace can be socially challenging environment. If you ever feel bullied, disrespected, or worried about retaliation for speaking up, please don't hesitate to reach out to your Union. Concerns can involve anyone, co-workers, vendors, subcontractors, or even management. Every employee has the right to a harassment

free workplace where they are treated with respect.

A respectful workplace also means being able to use the washroom when needed, receiving your required breaks, and having to access your locker to drink water, especially for those in fresh departments where water bottles aren't allowed on the floor. It also includes feeling comfortable approaching or calling the Union without being questioned about why you reached out.

Your Union is here for you. We encourage you to voice your concerns, ideas, or suggestions by calling, emailing, or attending UCCE meetings. Remember, together we are the Union.

YOUR SOCIAL MEDIA ISN'T ALWAYS PRIVATE

Can your social media activity lead to disciplinary action or even termination? Yes, it absolutely can.

Many employees believe their social media posts are private or protected, but that's common misconception. After a tough day, it can be tempting to vent online, but sharing too much about your job, employer, or coworkers can put your employment at risk.

Even with strict privacy settings, anything you post can be saved, shared, or screenshot by others. Comments, photos, and posts can easily travel far

beyond your intended audience.

So what's the safest approach? Avoid posting anything related to work, coworkers, or anything that could be considered offensive or unprofessional. Be mindful of who can see your content and remember that nothing online is ever truly private. Think carefully before you post or share.

POSTING OF SCHEDULES

Posting of schedules includes all shifts, positions, category, last day off, last weekend off, and maximum preferred hours. Make sure you check to see if these are correct on the schedule. There should be two weeks of schedule posted from Sunday until Wednesday at 6pm and after 6pm Wednesday there should be three. Any changes on the schedules must be legible. White out and blacked out sections are not allowed on any posted schedules. More info can be found on Article 9.56 to 9.58 of the CA.

