



UFCW Canada Local 12R24

REPRESENTING ONTARIO BEER WORKERS SINCE 1948

AFFILIATED WITH THE CANADIAN LABOUR CONGRESS AND THE ONTARIO FEDERATION OF LABOUR

To: Suzanne Makins

Re: Improper Requests for Sign-off re Employer Policies

It has come to the Union's attention that the Employer is attempting to force/require our members to sign-off on Employer policies. This is happening both by way of hard copy policies which the Employer is requiring our members to sign off on and also via mandatory online programming wherein our members are required to click that they 'have read and understand' such before the system will allow them to continue with the program.

As you are aware, it has been and remains the Union's position that the Employer is not entitled to require our members to sign off on policies. The Union does not accept blanket Employer policies as being appropriate or binding on our members. We have raised this issue in the past and confirmed that the jurisprudence supports our position in this regard. The Employer can produce and provide copies of the policies for our members and can make its own notations about such deliveries, but it cannot force or require our members to sign off on such, or even require a signature acknowledging receipt. We have advised our members that this is the Union's official position and advised members not to sign off on such policies.

Likewise, the newer online programming cannot bypass this issue by requiring our members to click their purported acknowledgement and understanding of the policies before allowing them to continue with the program. The Employer needs to remove this portion of the program and substitute with a simple "next" button, or the Union will have no choice but to direct our members to refuse to participate in such programming altogether. This is particularly so, given that there is no education, live teachers or opportunity to ask questions or even get clarification with these online computerized systems.

We look forward to your anticipated cooperation in this regard.

Sincerely,

John Nock

President

UFCW12R24

