

## Beards at Superstore!

Superstore continues to be outrageously stubborn at the bargaining table – refusing to put a wage and benefit offer on the table. Steps have been taken to commence the process of taking strike votes. The Company is at the Labour Board trying to stop the process.

But Union strength continues to make a difference in the day to day rights of retail food workers. Rights are enforced through the grievance procedure by Union Representatives. They are like workplace police, trying to ensure that management keeps the speed limit and doesn't push workers too far.

Your Union has long pushed to see protection for individual rights. One of them is the right for employees to present themselves to the world as they choose. Your personal appearance is a private matter, we argue, and should be left to your individual taste. It is like a privacy right. We say that employers employ you, they don't own you!

Superstore employees who have contact with the public have long been prohibited from growing beards. There can be no doubt that employers have the right to make and enforce some reasonable appearance rules but why the rule against beards? Beard nets are available in production areas, just like hair nets are. If beards are neat, customers don't care. Some individuals look better in a beard or goatee!

Superstore has finally seen the light in this area. With Union consent, they have added the following phrase to their appearance policy for employees or "colleagues" as they call them:

"Male colleagues should be clean shaven or have a  
Neatly trimmed beard or moustache"