

Willy Street Co-op's Attendance Policy: "No Fault" or No Heart?

Hear How Grocers' Lives and Livelihoods Have Been Affected



Max Graue-Landis (Deli - East):

A few weeks into the implementation of the new attendance policy, I was sent home from work for vomiting. I received two points for going home as ordered and two points for calling in sick the next day. I had never been disciplined for being sick prior to this policy. Workers are required by law to be excluded from work if they are sick, and should not be punished for doing the right thing. Willy Street Co-op needs a new attendance policy that doesn't discipline workers for circumstances out of their control!

Joel Huntley (Grocery - East):

On October 1st, I was on my commute to work. I became a witness and first responder to a rather serious car accident. Of course I stopped to render assistance. The thought of being late and accruing attendance points never entered my mind. Fortunately, this accident did not end in a fatality, but it was a close one. After medical help arrived and my statement was given to the police I continued, rather shakily, to work. Then I thought of the "no fault" attendance point system. Oh well, the crashed car had been filling up with water and there was only me to stop. What would you do? So I'll take that point thank you very much. It was maybe two days later I witnessed another crash! And what did I think of right away? Yep, another no fault point! Fortunately several other drivers immediately pulled over and I judged this to be more than adequate to render assistance. I fully support the goal of putting in place a fair and equitable attendance policy. This has long been needed. Unfortunately, the chosen one is not good enough for our co-op.



Allegra Larson (Deli - North):

In early October, I awoke to find my home had been broken into, and my car, wallet, and phone were all stolen. Someone lent me their phone to call the police, and then to call and tell the Co-op I wouldn't be able to work that day. I was told I would receive two points for my full-day absence and that I could talk to management about the situation. I asked multiple higher-ups if it was possible to excuse my absence as I was the victim of a crime, something completely outside my control. I even offered my police case number as proof that it happened. Management responded that in our "no fault" attendance system, the circumstances resulting in an absence are never taken into account. It doesn't matter why I missed work, just that I did. My reaction to this response was that of shock, anger, and sadness. This "no fault" policy does not reflect the values of the Co-op, which has always been known for being a progressive and positive influence on the Madison community.



Leslie Stephany (Front End - North):

I received my first points for leaving early after my close friend's death that was just a few days after my son tried to kill himself. It was a home delivery shift with zero deliveries. I was assessed two points that day. The following week, I was a minute or two late for three of my shifts, gaining me another three points. A couple months later, I missed a shift due to a foodborne illness, and now I'm at seven points, halfway to termination. The emotional impact of this point system has added undue distress to my already devastated heart.



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