



“DID YOU KNOW?”

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Union Representation

Did you know; all members Permanent and Temporary have the right to “Union Representation”?

Under Article 9.02 and 9.05 of our Collective Agreement members have the right to Union Representation.

It is important to note (below);

Any time a member is **witness** or **called** into meeting or conversation with their supervisor, they are to be accompanied by a union representative. Notification of the meeting and what it is about should also follow the timelines in Article 9.02 and 9.05. We think this best for all parties involved.

The employer will sometimes ask if a member wants union representation. The word “Shall” in article 9.05, does not give the employer the option to ask this. It has been determined that a union representative will be there every time.

No matter the meeting, members should ask for union representation.

9.02 (c) Any employee appearing before the Employer or Employer representative as a witness in an investigation may choose to be accompanied by a representative of the Union

9.05 The Employer agrees that wherever possible employees and the Union **shall** be notified at least one (1) full working day in advance of any interview of a disciplinary nature and to indicate:

(a) the employee shall be accompanied by a Union representative;

(b) the purpose of the meeting, including whether it involves the employee's personnel record;

(c) that if the employee's personnel record is to be considered during the interview, the employee and/or the Union representative shall have access before the meeting to the file in accordance with Article 9.06.

Any questions please contact your RVP or a Table Officer.

In Solidarity,

Executive
COPE491
Canadian Office and Professional Employees Union