You have the right to Union representation at employer meetings

This article provides the member her/his right to Union representation at any stage of formal discipline or at any meeting with the employer that may lead to discipline. The employer has an obligation to inform the member s/he is entitled to Union representation prior to the meeting with the member. A meeting can be delayed until a Union representative is available. If it is proven that this clause has been violated, the discipline may have no legal validity and could be treated as if it had never occurred. It is also our position a member should be advised of the purpose for a discipline meeting in advance of the meeting.

Article 7.02: At the time formal discipline is imposed or at any stage of the grievance procedure, including the complaint stage, a nurse is entitled to be represented by her or his union representative. In the case of suspension or discharge, the Hospital shall notify the nurse of this right in advance. The Hospital also agrees, as a good labour relations practice, in most circumstances it will also notify the local Union. The Hospital agrees that where a nurse is required to attend a meeting with the Hospital that may lead to disciplinary action, as a good labour relations practice, it will inform the nurse of the purpose of the meeting and her or his right to union representation.

Do you have questions about your contract? Please speak with your Bargaining Unit President.