



BC FERRY & MARINE WORKERS' UNION

Local 2/12 Notice November 9, 2018

It has come to our attention as respective Local Presidents that management has asked members to meet with them without any prior notice. These off-the-cuff meetings have raised concerns by some members, at our Locals.

We want to remind our members of their right to have a Shop Steward attend meetings with management if the meeting *might be the basis of disciplinary action* and *24 hours' notice is required for any interview for disciplinary purposes*.

The employer can ask a member to meet with them without a Shop Steward as long as it is not for disciplinary purposes.

Article 6.09 Right to Have Shop Steward Present

(a) An employee shall have the right to have his/her shop steward present at any discussion which might be the basis of disciplinary action. Unless mutually agreed, 24 hours' notice is required for any interview for disciplinary purposes.

(b) Whenever possible, the discussion or interview shall be scheduled during the working hours of the affected employee. The employee shall receive compensatory time off equal to the time s/he leaves his/her home to report for the discussion or interview until the time s/ he arrives back upon proceeding directly to and from the discussion or interview that takes place outside of his/ her working hours. 27

(c) The Company shall endeavour to schedule discussions or interviews under this clause, at a time when the employee's shop steward is at work, provided such discussion would not be unreasonably delayed by so doing.

(d) A shop steward shall have the right to consult with a staff representative of the Union and to have a local Union representative present at any discussion which might be the basis of disciplinary action against shop steward.

In solidarity,
Eric McNeely and Deanna Knezevich

"Shop Stewards: Please Post on Bulletin Boards"

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