

## Your right to a shop steward in meetings

### When should a shop steward accompany me to meetings with management?

Article 12.07 of the Collective Agreement outlines your fundamental right to have a union representative present during discussions with managers or supervisors.

If you are asked to attend a meeting with management and you believe that the topic or contents of that meeting might form the basis of disciplinary action, you have the right to have a CEU shop steward present at the meeting.

Article 12.07 simply requires that you have a belief that these discussions with management might result in discipline in order to engage your right to a shop steward. Actual discipline need not flow from that meeting.

You also have the right to have a shop steward

present during any disciplinary meetings with any management representatives or meetings on less than satisfactory work performance.

If you aren't sure why you have been asked to attend a meeting, ask your manager what it's about.



### My manager recently asked me to attend a meeting about work assignments. Did I have the right to have a shop steward at that meeting?

No. Article 12.07 does not apply to discussions that are of an "operational nature and do not involve discipline".

However, if the discussions include comments about your inability to complete the work on time or to a certain level, or similar issues, your right to a union representative is likely engaged.

If this is the case, you have the right to bring up your concerns with the manager during the meeting. You should tell the manager that you believe that the contents of the discussion might form the basis of discipline and you would like to have a shop steward present. The manager should stop the meeting and allow you a reasonable time to locate a shop steward.