

SPOTLIGHT

on your UNA contract

Article 23: Discipline, Dismissal and Resignation
(UNA Provincial Collective Agreement 2024-2028)

Bring union representation to Employer meetings

According to [Article 23.06](#) of the UNA Provincial Collective Agreement, Employees can have a union representative present for any meetings being held with the Employer that could lead to disciplinary action.

When an Employer calls an Employee into a meeting that could possibly have disciplinary aspects to it, the Employer needs to inform the Employee of this right to union representation.

The Article states that Employees also need to be provided a reasonable advance notice of the meeting, which, if circumstances permit, shall not be less than 24 hours.

An Employer will often say that a union representative is not necessary, however, UNA strongly encourages Employees to take a union representative with them to provide support, take notes and provide assistance following the meeting.



If you have any questions or concerns, please contact your UNA local executive or Labour Relations Officer at 1-800-252-9394.

Read your Collective
Agreement online
or on the App



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