

Labor & Employee Relations



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Management Guidance Bulletin

Topic: Employee participation in union activities

Relevant Contract Language

Article 36 (Union Activities), Section 36.1, of the collective bargaining agreement with MCGEO, provides that:

During working hours, on the Employer's premises, and without loss of pay, Union Executive Board members, shop stewards and other Union representatives shall be allowed a reasonable period of time to leave their work area after they have given advance notification to and received advance permission from their supervisor to perform the following Union activities, provided that such leave shall not disrupt or otherwise interfere with efficiency of the Employer's operations:

Further, Section 36.1(e), of the Agreement, provides that:

Administrative leave, provided in Section 36.2, may be used by Executive Board members, stewards, and other designated representatives to attend Union conventions, training, seminars and conferences.

Implementing the Contract Language

The intent of the above contract language is for supervisors to make every reasonable effort to ensure that Union representatives are able to participate in the activities identified in the Agreement. Of course, management retains the right to deny such requests if the absence of the employee has a significant enough impact on operations that releasing the employee would cause unreasonable disruption. Nevertheless, before denying requests, supervisors should explore all available options in order to release the employee. In the event that a supervisor is contemplating denying such a request, the department will contact the department's OHR/Labor Team representative prior to making a final decision and OHR will notify the Union.

(Management Guidance Bulletins represent OHR's interpretation of collective bargaining agreement language. They do not necessarily represent labor-management agreement and are intended to provide guidance to those who administer the contracts.)