

CONTRACT INTERPRETATION

INTERPRETING THE COLLECTIVE AGREEMENT - EXAMPLE

NBA ARTICLE 6.04 (c) STEWARDS – DUTIES AND RESPONSIBILITIES

1. **What rights does this article provide?**

Stewards to perform steward duties.

2. **Whose right is it?**

- Employees?
- Employer?
- Union/steward

3. **What conditions must be met for the right to take effect?**

Duties include:

- > Investigating urgent complaints
- > Grievances
- > Assisting members in preparing and preventing grievances
- > Supervising ballot box, etc during ratification vote
- > Attending management meeting
- > Accompanying members to meeting with management where there might be discipline
- > Meeting and orienting new members
- > Sitting on union/management committee
- > Accompanying members at a respectful workplace meeting

4. **How would you show/prove you have met the conditions?**

- > Proof/description of your activities (e.g. steward bg, calendar, etc.)

5. **What other resources might lend additional support?**

- > Proof of past practice
- > Examples of how steward leave is dealt with at other worksites in your Health Authority
- > Arbitrations on the issue

6. **What other Collective Agreement articles affect the interpretation of this article?**

- > Article 6.04 (d) – Conditions Governing Stewards
- > Article 6.07 – Personnel File
- > Article 8 – Union/Management Committee
- > Article 9 – Grievances
- > Article 15.04 – Employer Terminations
- > Article 31 – Occupational Health & Safety
- > Article 51 – Professional Responsibility Clause