Roles, Responsibilities and Legal Rights

SCENARIOS

Examine the scenario(s) assigned to your group. Try to identify the Steward's role, responsibilities and legal rights/obligations in this case. Be prepared to report back with key discussion points.

1. You have just received a phone call from a member who has been ordered to attend a disciplinary meeting in 10 minutes. The member was given no notice and you are the only union representative on-site. He has no choice but to attend the meeting and wants you to come as his union representative. Your Supervisor is out of the office and you cannot reach her by phone. You are the only one in the office at this time.

2. You received notice from Human Resources that a grievance filed by a member that you are the union representative for, was withdrawn. The grievance had been put in abeyance pending the outcome of mediation. You followed-up with the member who explained that her supervisor suggested it would be an act of good faith to withdraw the grievance and would likely ensure a better outcome at mediation.

3. A member, who is also a good friend of yours, comes to you with a problem and wants to grieve. He has been reassigned from a project he enjoys to one he doesn't want to work on. You have discussed the issue with the Chief Steward and you both agree that the member really doesn't have a case. The member disagrees and wants you to represent him anyway.

4. You received a response from the employer for the first level grievance hearing. The grievance was denied. In their response, the employer raises an issue that requires follow-up on your part. You need to meet with the grievor and some of the witnesses to prepare your case for the second-level hearing. You requested 2 hours leave to prepare the case and it was denied by your Supervisor.

5. Your manager calls you aside to discuss a promotional opportunity. He says that you do great work and that you are being considered for an upcoming acting appointment. He thinks it would be a great opportunity for you and that something more long-term could develop from it in future. The manager suggests that you would be more likely to get the position if you back-off from union activity for a while.

6. You presented a member's grievance at first-level hearing. You are waiting for first level response from the employer. The grievor approaches you to say that she talked to her manager about the grievance earlier that day. The manager presented the grievor with some suggestions for resolving the grievance at first level and wants a response from her by the end of the day.

7. Last week, you spoke at a public meeting as a representative of your Local. You were part of a panel on contracting out. You spoke against measures being introduced in your workplace to contract out property management. When you returned to work, you were disciplined. In your discipline hearing, the employer said that as an employee, you must adhere to the policy that compels all employees to ensure a positive public image of the organization.

8. A member has just come to you asking for your assistance to file a grievance. This member is being fired. You know that there have been issues with this member's work performance. He is regularly late, does not complete his work, takes longer lunches and has tried to blame co-workers for incomplete tasks. Other members have come to you in the past complaining about this member's incompetence. You know that co-workers are secretly relieved that management has finally dealt with a problematic employee.