

The Right to AMAPCEO Representation

This fact sheet explains the circumstances under which AMAPCEO members at Ontario French Language Services Commissioner (OSFLSC) have the right to be accompanied by and represented by an AMAPCEO Workplace Representative.

You may wish to refer directly to Article 7 and Article 15 of the OFSLC – AMAPCEO Collective Agreement, available online on our website.

Meetings Initiated by the Employer

See Article 7 – Employee Right to Representation of the OFLSC AMAPCEO Collective Agreement. You have the right to be accompanied by and represented by an AMAPCEO Workplace Representative if your supervisor, or another Employer Representative, requests to meet with you for any of the following reasons:

- for disciplinary purposes;
- to investigate matters which may result in disciplinary action;
- for a formal counselling session with regard to unsatisfactory performance or behaviour;
- for termination of employment;
- for matters related to the development, implementation and administration of an accommodation or return to work plan.

Your supervisor or other employer representative **must notify you** of your right to AMAPCEO representation prior to the start of the meeting. If you decide to request representation from an AMAPCEO Workplace Representative, the Employer shall set a time and place for the meeting, which is mutually agreeable to both you and the Employer. Your supervisor must allow you up to three days, excluding weekends, to secure a Workplace Representative to attend with you. If you are unable to secure a Workplace Representative to attend the meeting, you may address this with your supervisor and attempt to agree upon a meeting time when you will have AMAPCEO Representation.

In situations where your supervisor is insisting that the matter is urgent and the meeting must occur as soon as possible, they can proceed with the meeting as planned. If this occurs, you still have the right to AMAPCEO Representation. Please contact the AMAPCEO office if you are in urgent need of assistance.

If you attend a meeting without an AMAPCEO Workplace Representative and the employer requests that you sign a waiver form of your right to representation, only sign the form if you voluntarily attended without a Workplace Representative. Lastly, if you are having a meeting with the Employer where you think it would be beneficial

to have AMAPCEO Representative and it does not fall into one of the categories set out above, you should feel free to request that a Workplace Representative attend. This is not an entitlement under the OFLSC AMAPCEO Collective Agreement, but the Employer may agree to your request.

Questions?

Please direct any questions to an AMAPCEO OFSLC [Workplace Representative](#). A complete list of Workplace Representatives can be found on the AMAPCEO website at www.amapceo.on.ca