

## Update: Appearance before 'strike committees' and prolonged suspensions

The PSA was made aware that the employer is summoning some employees to appear before a so-called 'investigation committee' of unprotected strike. Apparently, the employer has designed a form that employees must complete regarding their participation in the alleged unprotected strike.

Members will recall that during the fight against the Circulars that sought to introduce the standardised rosters across the province, the employer suspended some union representatives on the basis that they participated in the unprotected strike. The process unfolding seems to include employees who the employer is of the view participated in the unprotected strike and members are advised as follows:

- Ensure that you are accompanied by the shop steward when appearing before the said committee
- You have a right to remain silent or not to answer the questions that you deem inappropriate
- You are not compelled to answer the questions on the spot - it is your right to request time to consult before you can answer these questions
- Insist on keeping the copy of the form that you would have completed, particularly that the form has a clause that 'the statement may be presented as evidence before any tribunal or disciplinary hearing'
- Your participation should be voluntary without undue pressure or influence

The PSA will monitor the process to ensure that fairness and justice prevail, and that rights and interests of members are protected. Members can contact the Office for proper consultation, where necessary. The shop stewards who have been on suspension for longer than 60 days are advised to contact the Office for the Office to assist in declaring a dispute challenging the validity of the suspension.

Members will be updated on developments.

GENERAL MANAGER