Union activity in the workplace: the REAL rules

As a PSAC member, you have the right to be **informed**, to **promote**, and to **build** your union in the workplace.

As a union member, you have the right to:

Talk union.

Talk to coworkers at work about the union as you would any other subject.

Desk drops.

With permission from the employer, you can "drop" union information at members' workstations, as long as the information is accurate and non-defamatory to the employer. This is a great way to share information about bargaining or other union campaigns, or to invite members to an upcoming union activity.

Read and share union materials.

Members can distribute materials outside or inside the workplace, sign petitions, and share information about the union's campaigns during non-working time.

Post information on union bulletin boards.

Collective agreements generally allow members to use workplace bulletin boards for union purposes. Make sure to include contact information on your posters!

Wear the union message.

Members can wear buttons, lanyards, stickers, t-shirts, and other items that communicate the union's message at work. Even if you wear a uniform, there are ways of wearing a union message — talk to your steward for more information!

If management interferes with these rights or discourages members from participating in our union in any way, stewards must act:

- get information from the affected member(s),
- contact their supervisor to resolve the issue,
- if there is no satisfactory response, file a grievance,
- if management insists on interfering, advise the member to comply and then grieve.

When can I participate in union activity at work?

You can participate in direct union activity at work during non-work time such as before or after shifts, during paid or unpaid breaks, and lunch periods. **This is the law.**

If you need assistance with the grievance process, please contact your component or PSAC regional office.

For more information on your rights in the workplace, visit **PSACunion.ca.**

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Public Service Alliance of Canada
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