## RIGHT TO COLLECTIVELY BARGAIN (FREEDOM OF ASSOCIATION) POLICY

<Organization Name> is dedicated to ensuring that all of our working practices adhere to and respect employment legislation and the employment rights of our employees.   
  
SCOPE

This policy applies to employees of <Organization Name>.

POLICY

This policy serves to inform employees of their rights and freedoms to collectively bargain or associate with a union as provided in the *Ontario Labour Relations Act*.   
  
<Organization Name> recognizes its responsibilities in upholding these rights and freedoms.   
  
Responsibilities of <Organization Name> include, but are not limited to:

* <Organization Name> will not discriminate against any employee who wishes to discuss the possibility of or associate themselves with a union in the workplace.
* <Organization Name> will not penalise any employee who wishes to discuss the possibility or associate themselves with a union in the workplace.
* <Organization Name> will not engage in any unfair labour practices.
* <Organization Name> will uphold the right to collectively bargain and the freedom of association in the workplace.
* <Organization Name> will protect the collective and individual rights and freedoms of all employees.

Rights and freedoms provided to employees as outlined by the *Ontario Labour Relations Act*:

* The right to join and participate in the union of your choice and to participate in its lawful activities.
* The right to exercise your union rights without discrimination or penalty from the employer (<Organization Name>).
* The freedom to organize a union at work (including on the employer’s property) as long as you do it on your own time (your own time means before or after work or on breaks.)
* Confidentiality of your decision to join a union.
* Freedom to discuss the possibility of a union in the workplace.
* Freedom to obtain union support from co-workers, on their own time (before or after work, or on breaks).
* Freedom to take part in the formation, selection and administration of a union.
* The right to file a complaint with the Labour Board if these rights are violated.
* Freedom to participate in Labour Board hearings.

For any questions or concerns regarding the content of this policy or the rights and freedoms as outlined in the Ontario Labour Relations Act, employees may reach out to [Insert Name/Title Here].