

ARTICLE 4 – RESPECT IN THE WORKPLACE

- 4.01** The Company will not discriminate against any employee because of membership or participation in the Union.

The Company and the Union agree that they will not discriminate against any employee by reason of that employee's Union membership, race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and conviction for which a pardon has been granted.

The parties further agree that all employees have the right to be free from all forms of harassment in the workplace.

- 4.02** Both the Company and the Union agree to the principle of Employment Equity and agree, as required, to provide representation to the Employment Equity Committee.