



The AENQ is committed to ensuring the best possible defence of the employees it represents within the limits of its financial capacity and in compliance with the statutory powers of its assemblies, its legal obligations and its policies.

The AENQ has a legal obligation, under the provisions of the Labour Code, to defend employees in the bargaining units it represents in the exercise of their rights under the collective agreement, the Canada Labour Code or the Labour Code.

In consideration of this obligation, employees represented by the AENQ have the duty to collaborate with the latter.

Within this scope, the AENQ points out that, when it initiates legal action on behalf of employees it represents (particularly a grievance or a complaint), the employees concerned must:

- make sure to provide up-to-date contact information to the AENQ so that the lawyer or the union advisor on the file can communicate with them;
- submit all information relevant to the case to the lawyer or the assigned union advisor;
- make themselves available for the case hearing;
- inform the AENQ, as soon as possible, if they cannot be present on the date set for the hearing so that a request for postponement can be made in due time;
- provide a medical certificate to the AENQ if asked to do so, or when the reason for the absence at the hearing is medical;
- inform the AENQ if currently abroad, since in such case, the AENQ does not reimburse employees' travel expenses from outside Canada to attend their hearing.

Employees' failure to fulfill their duty to collaborate may result in the AENQ's withdrawal of the legal recourse taken in their favour.