

**Excerpts from the Collective Agreement between  
ABC Co. and the Widget Manufacturers Workers' Union**

**Article 1: Management Rights**

The Union acknowledges that it is the exclusive function of the Employer to:

- (a) maintain order, discipline and efficiency;
- (b) hire, discharge, transfer, classify, assign, appoint, promote, demote, layoff, recall and suspend or otherwise discipline employees subject to an employee's right to file a grievance;
- (c) develop and enforce reasonable policies and workplace rules; and
- (d) generally to manage the operations of the Company.

The Employer agrees that these functions will be exercised in a manner consistent with the provisions of this Agreement.

...

**Article 5: No Discrimination**

The parties agree that, in accordance with the provisions of the *Human Rights Code*, there shall be no discrimination against any employee by the Employer or the Union because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability.

Accommodation, if it is requested by the employee and it is determined by the Employer to be required, is the shared duty of the Employer, the Union and the employee.