

# Unionized Workplaces in Canada: Labour Laws and Contract Clauses

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## **Chapter 22: Featured Clauses**

- 22.1 Domestic Violence
  - Basic Features
  - Applicable Legislation
  - Clauses
    - 22.1.1 Domestic violence can impact the workplace
    - 22.1.2 Job-protected leaves of absence
    - 22.1.3 Protection from discipline or dismissal and other accommodations
    - 22.1.4 Health and safety policies/protections
    - 22.1.5 Special resources (either employer provided or public)
    - 22.1.6 Confidentiality of employee information
  - Discussion
- 22.2 Inclusion of Indigenous Workers
  - Basic Features
  - Applicable Legislation
  - Clauses
    - 22.2.1 Recruitment, Staffing, Training, Promotions, and Layoffs
    - 22.2.2 Anti-Discrimination/ Harassment
    - 22.2.3 Grievances

#### 22.2.4 Leaves of Absence Discussion

#### **Appendices:** Legislative Charts