

WHO IS IN THE ROOM

Your Name

Where you are from:

**1 or 2 words re: AMP in
your workplace**

Guidelines

**WHAT IT
SHOULD BE**

HOW IT IS IMPLIMENTED

CASELAW COMPARISON

Must provide a notice or warning that the present level of absenteeism is unacceptable

Must provide an opportunity for the employee to effect improvement

If using thresholds, WSIB and non-culpable absences cannot be factored into dismissal decisions

Thresholds must be a reasonable indicator of a problem existing (i.e. workplace averages or sector norms)

Must take into account the employer's duty to accommodate

The program cannot be applied mechanically

Counseling letters are allowable but the tone must not appear punitive or disciplinary

AMP's cannot violate the collective agreement

Program must be communicated to the employees.

Policy

Yes

No

Implementation

Yes

No

DEFINITION
INDEPENDENT MEDICAL
EXAMINATION (IME)

**DEFINITION
NON-DISCIPLINARY
DISMISSAL**

DEFINITION LAST CHANCE AGREEMENTS

DOCUMENTATION

DOCUMENTATION BEFORE MEETING THE EMPLOYER

DOCUMENTATION DURING THE MEETING

DOCUMENTATION AFTER THE MEETING

**GENERAL
MEMBERSHIP
MEETING**

NEWSLETTER

ONE ON ONE MEETINGS

UNION BULLETIN BOARD

Lunch and Learn

Other

MEMBERSHIP INVOLVEMENT STRATEGIES