

Persons designated as "managerial exclusions" are expected to discharge their particular responsibilities faithfully as representatives of management interests in conformity with the spirit and intent of the Act. Managerial personnel are enjoined from participating in, or interfering with the formation or administration of, any employee organization. They must scrupulously avoid discrimination against, intimidation or other abuse of any individual in relation to hiring, establishing terms and conditions of work, participation in employee organizations, or the exercise of any other right under the Act.

Employees not designated as managerial are similarly expected to discharge faithfully their responsibilities as public servants. Specific provision is usually made in the collective agreements for rights and restrictions pertaining to the use of the employer's premises, time off with pay for grievance investigation, etc. Employees are expected to be acquainted with and conform to these provisions of the collective agreement and legislation. As a general rule, the employer's time may not be used for non-work-related activity except as specifically authorized.

POLITICAL ACTIVITY

Public servants are naturally entitled to be active participants in community affairs and to fulfill their obligations as Canadian citizens. Given the nature of employment in the federal public service, however, the question of active political participation is inevitably a sensitive issue. Employment in the public service does not preclude political activity in certain circumstances and under prescribed procedures, but the non-partisan role of the Public Service is of fundamental importance, and all employees have a vested interest in keeping it so.