

# CONTRACT INTERPRETATION MANUAL

## Article 50 EXEMPT AND SAVE HARMLESS

### Interpretation Guidelines

This provision addresses the Employer's responsibility to protect an employee from legal costs and liabilities arising from the proper performance of their duties.

The PCA requires the Employer to carry insurance to cover the employee in case of legal action related to the proper performance of their duties.

The Employer may not be required to cover legal costs resulting from an employee's intentional act(s) of wrongdoing or outside the proper performance of duties.

The Employer must pay for any legal fees or other costs associated with legal action which is related to the proper performance of duties.

Employees should contact the Union office if they believe they may be involved in a legal action resulting from their work.

Under the LEAP program, the Union pays for legal consultation to ensure that employees receive unbiased legal advice on the situation as the lawyers hired by the Employer will be likely more concerned with protecting the Employer (their client).

### Footnotes

Article	50
Sub-Article	50.0
Last Update	31-03-21
Related Articles	