



KNOW YOUR RIGHTS

Weingarten

Quite possibly the most important right you possess.

A Union members guide to understanding your right to representation

Our lives begin to end the day we become silent about things that matter.

If this discussion could in any way lead to me being disciplined or terminated or affect my personal working conditions, I respectfully request that my Union Representative be present at this meeting until my Representative arrives, I choose not to participate in this discussion.

-Martin Luther King Jr

You have the right under law to representation in the following instance:

Investigatory Interviews
Whether you are the potentially being disciplined or if you are a witness giving facts where someone else may be disciplined.

Investigatory Interviews
When an employee reasonably believes the conversation may result in discipline. The question should be asked. "Could this lead to any discipline of any kind?"

Do NOT leave the meeting room while they decide what to do or while they secure a steward. Leaving the room could be construed as insubordination.

Why the Presence of a Steward can help

- By acting as an advocate for the member
- By asking fir clarity on difficult or confusing questions
- By keeping the member on track to answer only the questions they asked.
- By calling for cause allowing the member to confer with their Steward and collect themselves, if necessary.
- Stop an employee from losing their cool.
- By serving as a witness and taking notes
- A fearful or inarticulate member explain what happened.
- Raise extenuating circumstances or refer to other cases a similar situation existed
- Advise against blindly denying everything. Always be honest.

Your RIGHTS during an Q&A

- The right to know what the investigation is about.
- The right to talk to with the shop steward BEFORE the interview.
- The right to only answer the questions that are asked if it is a yes/no question answer yes or no. Do not elaborate unless you specifically asked.
- The right and obligation to TELL THE TRUTH. If is found that you have lied, you may be disciplined for lying, even if it is determined that you are not guilty of what management was originally investigating,
- The right to call a caucus if you are unsure about a question, or feel you need a break or time to confer with your steward, call a caucus.
- The right and responsibility to take your own notes during the Q&A.

When a Steward should be present

- Any time a member of management wants information or is asking questions that could lead to your own or others, discipline.
- Any performance review where the topics being discussed (Attendance, metrics) could lead to discipline.
- Any seemingly innocent conversation that begins to sound peculiar and there is a reasonable suspicion discipline could result.
- Any time you ask for a steward but the company is reluctant to provide you one. There is no law preventing you from asking for a steward. "If you're going to treat me fairly, you wont mind having a witness.
- Any time the boss is vague or wont admit the meeting could result in discipline.



Unless what the employer is asking you to do is UNSAFE or ILLEGAL, the general rule is to work now, grieve later.

"You don't need your union rep, just have a seat and we'll discuss your grievance like two rational human beings.