

YOUR RIGHTS DURING DISCIPLINE

I'm being brought in to be disciplined, what do I do?

If management does the following:

- a. asks to speak with you or come into their office,
 - b. begins to question you about a subject that you think may lead to discipline,
 - c. has not handed you a written write-up yet,
- You can assert your Weingarten Rights (see below).

WEINGARTEN RIGHTS

(Based upon the U.S. Supreme Court's Weingarten Ruling in 1975)

Say the following:

“If this meeting might lead to my being disciplined, I request that my union representative be present. Without this representation, it is my right not to participate in any such meeting.”

Then, call your worker advocate:

It is your responsibility to contact your representative so that a meeting can be set during a time that works for management, yourself, and your worker advocate.

If management hands me a written discipline without having a conversation with me, do I have to sign it?

Signing does not admit guilt, it only shows that you know about the write-up. It is a good idea to sign disciplinary notices as it helps keep control of what's in your file. If you disagree with the action being taken against you, write next to your signature that you wish to “grieve” the matter.

You have the right to:

1. A copy of the write-up
2. Contest the allegation(s) by filing a grievance