

What You Need to Know about Your Right to Union Representation

1. You have the right to have a union representative in any discussion or meeting with a supervisor that you reasonably believe could result in discipline or result in the “terms and conditions” of your employment being impacted.
2. You must request that an Association Representative or other union representative be present. If you do not, you waive your rights to representation.
3. You have the right to know the subject of the meeting in advance of the meeting.
4. You have the right to consult your Association Representative prior to the meeting.
5. You do not have the right to refuse to attend the meeting if your request for a representative is denied. But you can and should continue to repeat your request for representation to the supervisor conducting the meeting, take notes, and refuse to answer questions.

