

What do I do if I have an issue at work?

SDEA members' first point of contact is the Association Representative (AR) for their site or program, whether they have been called into a meeting or they have another issue at work. SDEA Staff are available to support ARs as they work with members.

Meeting Representation:

If an administrator or supervisor **asks to meet**, & the meeting could lead to discipline or impact the terms & conditions of their job, SDEA members have the **right to know the purpose of the meeting** & the **right to union representation** ("Weingarten Rights.")

- SDEA member should **let administration** know they want union representation, & **let their AR know** they need representation.

- SDEA member should talk to the AR before the meeting. This is a chance to prepare, sharing details, & discuss rights in the union contract.
- An **SDEA Contract Specialist** can support ARs & members with contract questions before or after the meeting
- If the meeting or follow-up **violates the union contract**, the member & AR can begin a **grievance**, with support of an SDEA Field Organizer if needed.

More details & tips: bit.ly/sdeaweingarten

Other Issues At Work:

SDEA member works with their **AR** to gather information & decide if the issue is a **contractual violation**, a widely-felt concern to **address through organizing**, or maybe both! An **SDEA Contract Specialist** can support ARs in figuring out what path(s) to consider and sharing any applicable resources for their next steps.

Contract Violations:

- Member & AR prepare, schedule, and hold informal **Step 1 grievance meeting** with administrator.
- An **SDEA Contract Specialist** can support in understanding the contract & preparing.
- **Time sensitive!** *Members have 15 workdays from the violation for the Step 1 meeting AND the Step 2 grievance form, if applicable.*

- If no resolution, AR works with their **SDEA Field Organizer** through the grievance process, escalating grievances not settled at the site or program level to the District & then to arbitration if needed.

See full grievance process & timelines in Article 15 of the SDEA contract & this flyer: bit.ly/sdeagrievancekyr

Organizing Issues:

- AR & other site/program reps schedule a union meeting to discuss the issue and strategize about possible actions & resolutions.
- **SDEA Field Organizers** can support in strategizing.

- SDEA members **take collective action(s)** to resolve their issue show the boss that **an injury to one is an injury to all**. Solidarity builds collective power!

- AR & reps schedule a union meeting to debrief, celebrate success (if applicable), and plan additional actions if needed.
- **SDEA Field Organizers** can support in strategizing.