

It's The Law!

Rights & The Grievance Procedure

HAVING A UNION MEANS HAVING **REPRESENTATION**. IT MEANS EVERY WORKER HAS A RIGHT TO HAVE A UNION OFFICER WITH HIM/HER WHEN BEING QUESTIONED BY MANAGEMENT. AS LONG AS YOU THINK YOU MIGHT BE DISCIPLINED, YOU CAN HAVE AN OFFICER PRESENT. HOWEVER, YOU MUST ASK FOR A UNION OFFICER.

YOU SHOULD ALWAYS ASK FOR YOUR REGULAR UNION OFFICER. IF HE/SHE IS NOT AVAILABLE, YOU WILL HAVE THE RIGHT TO HAVE AN OFFICER WITH YOU BUT YOU CAN'T PICK & CHOOSE WHICH OFFICER. YOU HAVE THE RIGHT TO TALK IN PRIVATE WITH YOUR UNION OFFICER BEFORE MEETING WITH THE BOSS (PRIOR TO CONSULTATION). YOU CAN ALSO STOP THE MEETING AT ANY TIME TO TALK IN PRIVATE WITH YOUR UNION OFFICER (CAUCUS). IF AT FIRST YOU DON'T ASK FOR A UNION OFFICER BUT LATER DECIDE YOU WANT ONE, YOU STILL HAVE THE RIGHT FOR ONE.

YOU **CANNOT** REFUSE TO MEET WITH MANAGEMENT, EVEN IF MANAGEMENT REFUSES TO HONOR YOUR REQUEST FOR AN OFFICER; BUT YOU CAN REFUSE TO ANSWER THE BOSS'S QUESTIONS IF YOU CAN'T HAVE YOUR OFFICER PRESENT. REFUSING TO MEET WITH THE BOSS WHEN HE/SHE GIVES YOU A DIRECT ORDER IS INSUBORDINATION; BUT OBEYING WITHOUT FILING A GRIEVANCE IS WORSE. IT MEANS GIVING UP YOUR RIGHTS. YOU **DO NOT** HAVE AN ABSOLUTE RIGHT TO A UNION OFFICER IF MANAGEMENT ONLY WANTS TO GIVE YOU YOUR ANNUAL PERFORMANCE EVALUATION OR IF MANAGEMENT HAS ALREADY DECIDED TO DISCIPLINE YOU AND SIMPLY WANTS TO INFORM YOU OF THIS DISCIPLINE.

YOU HAVE THE RIGHT ONLY IF YOU ENFORCE IT! IF YOU DON'T ASK FOR A UNION OFFICER, YOU MAKE THE UNION WEAKER. EVERY TIME YOU ASK FOR AN OFFICER OR FILE A LEGITIMATE GRIEVANCE, YOU MAKE THE UNION STRONGER. YOUR UNION IS SUPPORTING YOU. ARE YOU SUPPORTING YOUR UNION?