



CAN I SEE YOU IN MY OFFICE?"

— MANAGEMENT



BEFORE YOU GO BE SURE TO KNOW YOUR WEINGARTEN RIGHTS!

Being called into a meeting with your supervisor can be a stressful experience — but as a union member you have rights! **Here is what to do when you get called into a meeting:**



I'M NEW TO THE UNION. WHAT DO I NEED TO KNOW ABOUT MEETINGS WITH MANAGEMENT?"

If a manager or supervisor requires you to attend a meeting to discuss your performance, conduct, or anything else you feel may relate to your being disciplined or terminated, you have a right to union representation. **These legal rights are called your Weingarten Rights.**



MY MANAGER CALLED ME INTO A MEETING. WHAT DO I DO?"

If a manager tells you about a meeting, ask if you need a steward or union organizer present. You may also read or recite the following language:



If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions; I respectfully request that my Union representative, officer or steward be present at the meeting. Until my representation arrives, I choose not to participate in this discussion."



HOW DO I LET THE UNION KNOW I NEED A STEWARD?"

If you know who your stewards or organizer are, contact them directly as soon as possible and let them know you need representation. If you don't know who your steward or organizer is, **call 303-727-8018 or email healthcare@seiu105.org.**

Please be sure to leave your full name, work location, manager name, and a phone number we can reach you at. Also, be sure to state you need representation at a disciplinary meeting.



If you don't know who your steward or organizer is, call 303-727-8018 or email healthcare@seiu105.org.



I REQUESTED A STEWARD, BUT MY MANAGER IS MAKING ME MEET WITHOUT ONE. WHAT DO I DO?"

1. At the start of the meeting, you may restate your Weingarten Rights.
2. Take detailed notes on what questions your manager/supervisor asks you.
3. Get copies of any documentation or written information management brings to the meeting.
4. If your supervisor asks you questions, you do not have to answer their questions in detail. Respond with the statement: Until my representation arrives, I choose not to participate in this discussion.
5. If your supervisor asks you to sign something, you must sign it. However, you may also write "I am not in agreement and was denied my request for union representation."
6. As soon as the meeting is over, **contact your steward or union organizer.**

OVER 7,500 WORKING FAMILIES.



WE ARE STRONGER TOGETHER.