

KNOW YOUR UNION RIGHTS!

**YOU HAVE MANY WORKPLACE RIGHTS.
YOUR EMPLOYER CANNOT INFRINGE UPON THEM.**

Concerted Activities

You have the right to participate in concerted activities, including solidarity actions during your breaks and lunch period, as well as before and after your scheduled work hours.

Free Speech

You have the right to talk about your union at work. You can also speak freely about matters of public concern.

Access

You have the right to post Union materials on Union bulletin boards and in mailboxes at your worksite. Union representatives have the right to visit your worksite and hold meetings there.

Skelly Rights

You have a property interest in your job. You cannot be terminated or suffer long-term suspension without due process. These rights are called "Skelly Rights" based on a 1975 Court decision (Skelly vs. State Personnel Board)

Weingarten Rights

You have the right to Union representation during interviews that may lead to discipline. These rights are called "Weingarten Rights" based on a 1975 Court decision (NLRB vs. J. Weingarten):

If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in discipline.

You have the right to have a Union steward present. (If you want a steward there, you must ask for him or her).

If your manager refuses to allow you to bring a Union steward, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. (Take notes and call your steward once the meeting is over).

You have the right to speak privately with your steward before the meeting and during the meeting. (Your steward has the right to play an active role in the meeting. She or he is not just a silent witness).

Memorize and make use of this statement: "If this discussion could in any way lead to my being disciplined or terminated I respectfully request that my Union steward be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

These are just some of your workplace rights. Get to know them, and don't be afraid to use them.