When we know our union rights, we hold management accountable!

We are the union! Our union is led by members like us, and our contract is only as strong as our dedication to enforcing our wins. Our contract spells out our wages, benefits, working conditions, and rights. It's important for all of us to know our contract and make sure management adheres to it by using our collective voice.

We Have the Right to Collective Action

We have union protections for all union activity such as gathering together to discuss issues, signing a petition, and marching on the boss.

Union Representation During Investigatory Meeting

If you are ever called to your manager's office or to HR for a meeting that could potentially lead to discipline, you can exercise your right to union representation (Weingarten Rights)! Contact your delegate or organizer to schedule a time to attend your meeting together.

<u>If called to a meeting with management, read the following to management before the meeting starts:</u>

"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 be present at this meeting. Without representation present, I choose not to participate in this discussion."

Just Cause

Our contract protects us from being disciplined or discharged without Just Cause. Just Cause requires management to use progressive discipline and meet a set of standards before they administer discipline.

<u>Know the Seven Elements of Just Cause</u>

1. Was the employee adequately warned of the consequences of their conduct?
2. Was the company's rule or order reasonably related to efficient and safe operations?
3. Did management investigate before administering the discipline?
4. Was the investigation fair and objective?
5. Did the investigation produce substantial evidence or proof of guilt?
6. Were the rules, orders, and penalties applied evenhandedly and without discrimination? If enforcement had been lax in the past, management can't suddenly reverse its course and begin to crack down without first warning employees of its intent.
7. Was the penalty reasonably related to the seriousness of the office and the employee's past record? The penalty should fit the "crime".

If management says...

"If you're sick or have an emergency, you must call out two hours before your shift!"

Say...

"Our contract states in Article 18.3 For unforeseeable sick time absences (e.g. due to illness or emergency), employees must notify their supervisor prior to the start of their scheduled shift, or as soon as practicable under the circumstances."

If management says...

"If you're taking vacation or sick time, you must find coverage for your shifts!"

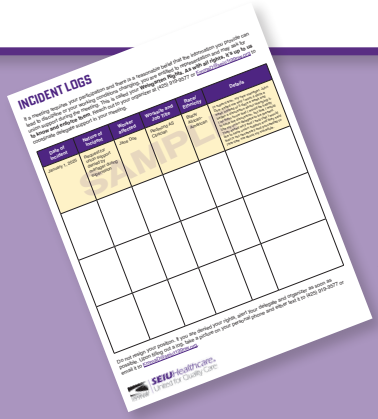
Say...

"Our contract states in Article 18.3.1 An employee will not be responsible for finding their own coverage as a condition for taking vacation or sick time."

"Being knowledgeable about our contract empowers us to advocate for ourselves. It's our responsibility to know what's in our contract to advocate for our rights and our livelihoods that we earned." **— Pete Reyes**

Don't forget to record any incidents in your incident log.

It's important to get everything in writing. If we collect a lot of similar incidents, we can show management how widespread issues are and use our collective voice and power to make improvements. Absent written proof, it's harder to hold management accountable.
Get everything in writing!



Ask for a copy of an incident log!