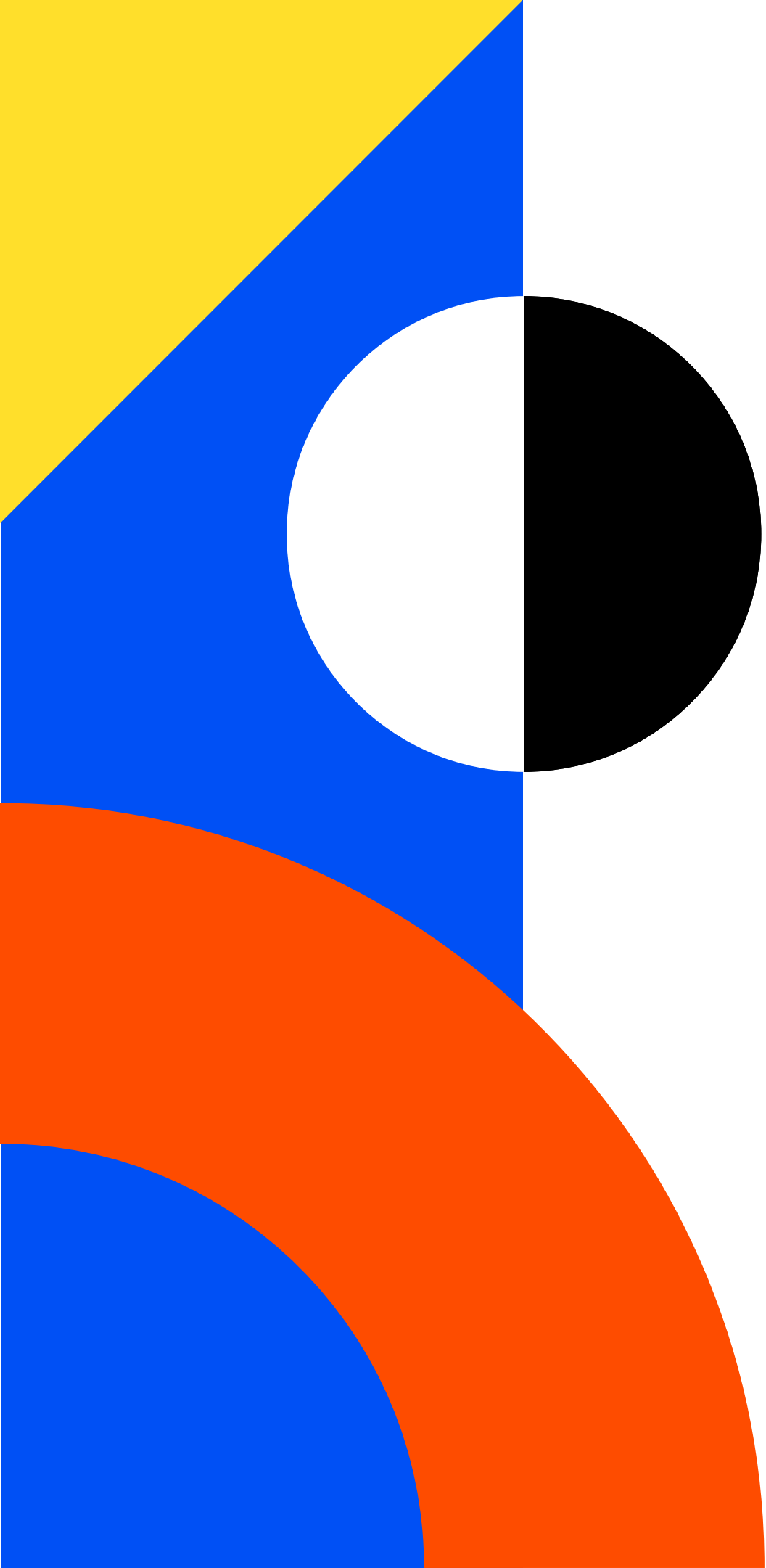


UVMMC Support Staff United

presents

**Legal Rights of
Workers and
their
Union
Stewards**





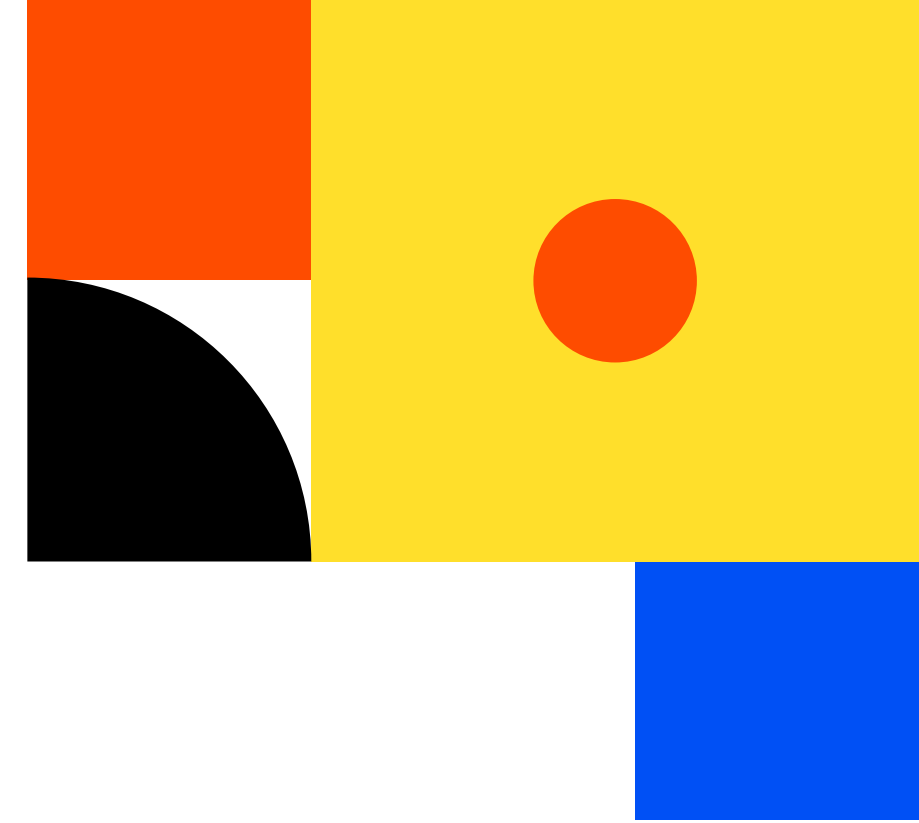
**If you are called to a
meeting with a
supervisor that could
lead to discipline or an
investigation...**

THEY HAVE THE RIGHT

TO BE JOINED BY A

UNION

REPRESENTATIVE



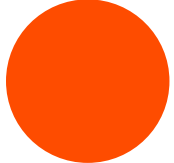



Also known as a **STEWARD**



from Article 42 of our Contract


UVMCC will permit a Union steward to be present during an investigatory interview according to Weingarten standards developed by the National Labor Relations Board. The manager or supervisor shall notify the bargaining unit employee that they may have a Union representative present at any conversation, interview, or investigation that, in the reasonable opinion of the manager/supervisor, could result in progressive discipline or necessitate some form of disciplinary documentation in a personnel file





**Keep in mind, you can ask
your supervisor to wait
until your steward is
available to meet...**

***"If the employee, upon being informed of
their right to representation, requests a
union steward, the meeting will then be
postponed until a steward is available"***





If the supervisor denies a request to have a Union Representative present and continues the interview,

This is an UNFAIR LABOR PRACTICE.

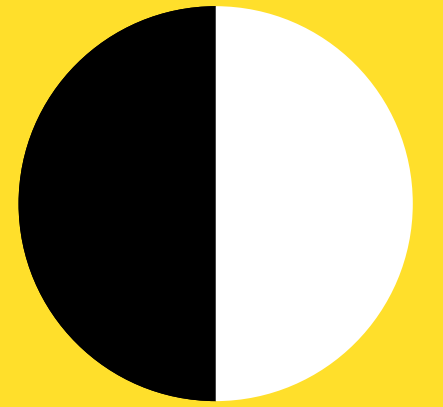
The Bargaining Unit Member has the right to refuse to answer any questions until the steward of their choosing is present. The Bargaining Unit Member cannot be disciplined for this refusal, but you are required to sit there until the supervisor terminates the interview.

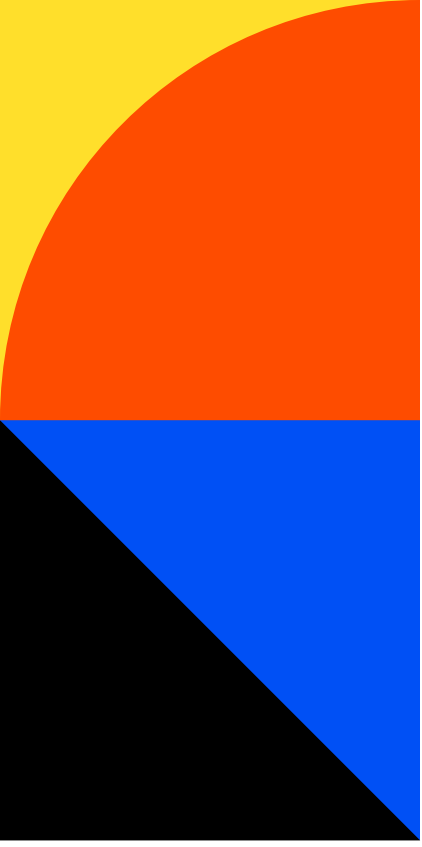
Supervisors are responsible for

- **Making sure that the Bargaining Unit Members are informed of their right to have a union steward present**
- **Postponing the meeting with the Bargaining Unit member until the Union Representative is available**
- **Explaining the issues or concerns at the beginning of the meeting**
- **Allowing for the Bargaining Unit Member and Union Steward to speak privately when they ask to caucus**

Union Stewards are responsible for

- Attending meetings with supervisors and Bargaining Unit members**
- Taking notes for the Bargaining Unit Member**
- Ask clarifying questions on behalf of the Bargaining Unit Member**
- Coordinate the filing of any paperwork associated with the Grievance Process, if necessary**





Everyone should remember...

“The relationship at a grievance meeting is... a relationship between company advocates on one side and union advocates on the other side, engaged as equal opposing parties...”

US Postal Service vs NLRB, 652 F2d 409, 411 (5th Cir., 1981)

