



THE BRANCH 324 BUZZ

June 2019



What should I do if I get pulled into the office by a supervisor for an investigate interview?

Whenever you are asked a question by a supervisor that you feel could lead to discipline, you should always ask for your steward. You should always invoke your Weingarten Rights. Stewards can't put themselves into the situation, you must request them.

WEINGARTEN RIGHTS

If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request my union representative, officer or steward to be present at this meeting. Without union representation, I choose not to participate in this discussion.

Is a steward required in a meeting if a supervisor is going to issue me discipline?

It isn't required to have a steward present if management is going to issue discipline. If the supervisor starts asking questions, then invoke your Weingarten Rights when necessary. Some employees refuse to sign that they have received a letter of warning, 7-Day Suspension, etc. There have been times when actually having a signature and date of when the employee signed for the letter have helped the case showing timeliness of delivery to the carrier and we've prevailed on the case and have had discipline thrown out. That is a choice you will have to make.

Do I need to let my steward know if I receive discipline?

You should always let your steward know if you receive discipline even if you feel it is justified. Any discipline issued to an employee is automatically in your file for a period of two (2) years unless it is reduced or removed through the grievance process. A steward should always file a grievance on every piece of discipline issued to an employee when the union has been notified. The union only has 14 days from the date of the incident and/or notification to file a grievance on the issue.

I have been asked to write statements in the past related to incidents that happened in the office, are they that important?

Statements are very important and add so much to the case. It helps the steward put together a complete case file and adds a storyline of what happened in the incident including emotions, feelings and perceptions from more than one point of view. Many carriers don't want to write statements due to being in fear of retaliation from supervisors in the future or even possibly other employees. You may not be the target today and don't feel the need to write a statement supporting the case, but you could be the target of management tomorrow. Be there for each other.

June Meeting

June 6th, 2019

6:30pm at the union office