



# IBEW 2213 NEWSBEAT

August 23rd 2019

IN SOLIDARITY

## KNOW YOUR RIGHTS

### ARTICLE XII UNION REPRESENTATION

**12.01 At any meeting between a representative of the company and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, a Union representative may be present if the employee so requests.**

**(Understand the company is not going to offer you this!! It is up to you to know your rights and if you think something is wrong notify a steward for your best plan of action. )**



# UNION STRONG



### WEINGARTEN RIGHTS

**The following statement to be read if you believe discipline could result...**

**“I believe this discussion could lead to my being disciplined. I therefore request that my union representative or officer be present to assist me at the meeting. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. Please consider this a continuing request; without representation I shall not consent to any searches or tests affecting my person, property, or effects without first consulting with my union representatives.**



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