



# IBEW 2213 NEWSBEAT

August 28th 2020

IN SOLIDARITY

## REMEMBER 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.

(Although local management will often include a steward without you having to ask, they are not obligated to. The responsibility to request union representation falls on the member. This is especially important in a Security interview. They rarely, if ever notify the union upfront.)



## 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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