

## All employees in the Bargaining Unit are protected by the

# NLRB WEINGARTEN RIGHTS

### The **EMPLOYEE RIGHTS** under Weingarten rules are as follows:

1. The employee may request union representation before or during the interview. Remember the company does not have to offer union representation.
2. After the request, the employer must choose from among three options.
  - a. Grant the request and delay questioning until the union representative arrives.
  - b. Deny the request and end the interview immediately.
  - c. Give the employee a choice of:
    - Having the interview without representation (usually a mistake or the wrong choice) or
    - Ending the interview (best choice if no union Steward is coming)
1. If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice and THEN the employee may refuse to answer.



Although some supervisors sometimes try to assert that the only function of a Steward at an investigatory interview is to observe the discussion, in other words be a SILENT witness, this is WRONG. The Steward has the right to counsel the employee during the interview and to assist the employee to present the facts. Legal cases have established the following rights and obligations of the Steward.



1. When the Steward arrives, the supervisor must inform the employee and the Steward of the subject matter of the interview: for example, the type of misconduct which is being investigated. (The supervisor does not, however, have to reveal management's entire case.)
2. The Steward can take the employee aside for a private pre-interview conference before the questioning begins.
3. The Steward can speak during the interview. (But, the Steward has no right to bargain over the purpose of the interview or to obstruct the interview.)
4. The Steward can advise the employee not to answer questions that are abusive, misleading, badgering, confusing or harassing.
5. When the questioning ends, the Steward can provide information to justify the employee's conduct.

If called to a meeting with management, read the following statement to management **BEFORE** the meeting starts!

"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, officer, or Steward be present at this meeting. Without representation present, then...

***I choose not to participate in this discussion.***"

## Recording Secretary REPORT

Sharon Jean

Well, as usual the Local continues to be a busy place. The Retirees Christmas Party was held at the Wayne Tree Manor, 800 tickets were handed out and the place was packed. Hats off to the Retirees Executive Board for their hard work. They made it look easy, but there was a lot of work that went into it. The retirees looked great and they really enjoyed themselves. If you are retired, remember to come to the Retirees Meeting on the second Wednesday of each month. There is always good information and good company.



The Community Service Committee and the Women's Committee worked with area non-profit organizations to provide turkeys and toys to needy families for the holidays. Our Local has a long history for its generosity to these organizations and this year they especially needed the help.

The Recreation Committee did a great job organizing the annual Children's Christmas Party, held at the Riverside Roller Skating Arena this year. A lot of members brought their children and grandchildren and everyone had a great time. The Recreation Committee is also hosting the annual Super Bowl Party at the Local. Come out and have a good time.

The Veterans Committee worked with other area volunteers on the annual Veterans Standdown, which was

held at the State Fairgrounds this year. This event helps homeless veterans by providing them with needed services. The Veterans Committee continues to be one of our hardest working committees. They continue to be busy on a lot of Veterans issues.

Last year was a very tough year for working people. The Bureau of Labor Statistics reported unemployment rose to the highest level in 16 years and since December 2007 our nation has lost nearly 2.6 million jobs. Unfortunately all signals indicate that the economy is nowhere near the bottom, which means we need to change direction, and fast, so it is important to push forward with change. Changing the direction of our nation's financial situation will be tough, but it is very important to the long-term survival of the middle class and the Big 3.

During the congressional hearings on the Big 3 loans, the attacks were definitely on unions. UAW President Gettelfinger did a wonderful job. He came across as one of the most intelligent of all of the speakers and showed he understands the problems. It was nice to see the Michigan Republicans and Democrats united behind the Big 3 and its workers. Who would have thought that one of Bush's last moves would be to help us by releasing emergency funds to GM and Chrysler? But he just had to get one last dig in at union workers by stipulating pay cuts. The fight is far from over, but at least now the discussions will be with President Obama, who is much more pro-union than the last President.

Among all the negativity and problems there is still reason for hope, America has a new President, who brings with him great energy and a plan for change. His election has instilled enthusiasm and pride in many Americans. Now is the time for bi-partisanship and working together to make America strong again.

## UNEMPLOYMENT PAY CHANGES

The State of Michigan Unemployment Office now issues unemployment checks as a debit card. Please check your mail carefully. Some members have unintentionally thrown their card away!

If you don't want the debit card, you can change your payment type by calling 1-866-500-0017 and follow instructions.

You can set up an account for direct deposit by going to the website: [michigan.gov/uia](http://michigan.gov/uia) and follow instructions.

