

Your Rights as a Represented Employee

If any employee is called into a meeting with management in which the employee has a reasonable belief might lead to disciplinary action, he/she has the right under the National Labor Relations Act and our Contract to request Union representation.

Union's Position on What a Member Has the Right to Refuse to Sign

This information is based on grievances and Contract language

- **Can Refuse** to sign any office memo.
- **Can Refuse** to sign any security prepared statement.
- **Can Refuse** to sign any security investigation statement.
- **Can Refuse** to initial any error on security statement.
- **Job Stewards can and should** refuse to sign as a witness to any security statement.
- **Can Refuse** to sign any booklet (Code of Conduct, Personal Responsibility Booklet or Conflict of Interest Booklet).
- **Can Refuse** to sign or fill out Company questionnaires on how you like your job or company.
- **Can Refuse** to sign evaluation.

Procedures to Refuse

1. Tell supervisor (s) that you do not want to sign, and ask what will do if you do not sign.
2. If the supervisor will not tell you they are going to take disciplinary action, **don't sign.**
3. If the supervisor tells you they are going to take disciplinary action, sign then contact a steward to discuss filing a grievance.
4. If you want to sign, you can.