

















Employees Association (EA) Stewards

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Weingarten Rights Statement: Unionized employees have the right to representation in investigatory interviews (e.g., conversations where a supervisor/management official asks you questions that **you believe** could lead to disciplinary action). If you are in a meeting that you feel may lead to discipline, invoke your Weingarten Rights by saying “I am concerned that this discussion could lead to disciplinary action being taken against me or affect my working conditions. I request that my Union Representative be present at this meeting. Without representation, I choose to not answer any questions.” Under EA contract, management is responsible to notify you of your rights to representation if formal discipline is involved. Please exercise your rights by contacting a steward before a meeting proceeds.

IMPORTANT: If you are denied your request, do not walk out of the meeting. However, invoke your right to not answer questions and, upon completion of the meeting, contact an EA Officer and/or steward immediately.

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For revisions, please contact an Employees Association (EA) Officer

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