

# Know Your Rights

California School Employees Association

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## Know your rights!

If a supervisor calls you into a meeting, you may have reason to have your union representative present. These are your rights:

- You have the right to know the purpose or subject of the meeting.
- If you think the meeting might lead to discipline, reprimand or dismissal, you have the right to union representation.
- Immediately notify your job steward or other union representative of your meeting with management.
- If the purpose of the meeting is investigatory and could lead to discipline and you have requested union representation, the employer must stop the meeting or reschedule it until a representative is present.
- You must ask for union representation. The employer does not have to advise you of your rights.
- If you request union representation and it is denied, you have the right to refuse to answer any questions that could be used against you. However, do NOT refuse to attend the meeting. **CONTACT** your representative immediately. **Remember, you must demand your right to union representation**
- California School Employees Association