

This month tip of the month is about meeting with an admin. AVUTA and AVUSD would prefer if you had an AVUTA Rep or me in a meeting with administration. The reason being is that if it becomes disciplinary you have a second person in there to listen to the accusations, stop you from incriminating yourself if necessary, and represent you during the process which includes the right to assist and advise members (in private or directly in the meeting). When an admin requests a meeting with you, the first thing you should ask is if it is for disciplinary action. If they say no or it becomes uncomfortable at any time in the meeting, YOU have the right to stop the meeting and request union representation.

We have provided all members with an AVUTA and CTA card with this phrase. If you lost yours or need a new one, contact your site reps. If they cannot help you, please email Terri Rey at avuta.2ndvp@gmail.com. [The rules you should know when invoking the rights are as follows:](#)

RULE 1

The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

RULE 2

After the employee makes the request, the employer must choose from among three options. The employer must:

Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or

Deny the request and end the interview immediately; or

Give the employee a choice of (1) having the interview without representation or (2) ending the interview.

RULE 3

If the supervisor denies the request for union representation and continues to ask questions, he or she commits an unfair labor practice and the employee has the right to refuse to answer. The supervisor cannot discipline the employee for such a refusal.

As always, our member's rights come before anything. If you have any questions about this or any other tip, you can email me or your site rep. Have a great rest of the month and enjoy your holiday break!

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