**MEMBER ALERT:**

**Management is having discussions with members informally which in some cases have led to a Personnel Investigation (7/1/22, updated 9/2/22):**

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All Members are reminded that they can request your union Representative for any discussions, meetings, or interactions where they think, or believe the discussion could lead to discipline, even in the most remote of circumstances.

There have been multiple instances of management having informal conversations with members to "just clear something up", "get some quick information to take care of a little complaint and make it go away", or that they just have a "quick question about something". In some cases, but not all, the member may believe that it is no issue and nothing is going to come about discipline-wise from the talk. One instance went as far as to convince a member that they were only a witness until their Proposal of Discipline was served on the member three months later.

**Per the contract between the Union and MWAA, Article 4, Section 12:**

The Union representative shall be given the opportunity to be present at:

​A) Any formal discussion between one or more representatives of the Employer and one or more Bargaining Unit employees or their representatives concerning any grievance, proposed disciplinary action, personnel policy or practice, or the general condition of employment (Equal Employment Opportunity complaints are excluded); and

B) Any examination of a Bargaining Unit employee by a representative of the Employer in connection with an investigation (Equal Employment Opportunity complaints are excluded) if:

(1) The employee reasonably believes that the examination may result in disciplinary action against the employee; and

(2) The employee requests representation.

Please remember that members are entitled to have a Union Representative **ANYTIME THE MEMBER REASONABLY BELIEVES THE INTERACTION COULD LEAD TO DISCIPLINE**. Also, the Member **MUST REQUEST** to have a Union Representative, as management does NOT have to offer this right, just comply with it when the Member advises they want to exercise it.

Also keep in mind, that in some cases, the member of management has and could genuinely be trying to take care of a matter at the lowest level possible. Unfortunately, the burden of this decision falls upon the member, and the Union Board can only recommend weighing all information, and if in doubt, you may want to request a representative.