KNOW YOUR RIGHTS

Under your FOSCEP contract and federal law, you are guaranteed certain rights to union representation. Know them. Use Them.

1. You have a right to union representation, not a specific union representative, at any meeting with management which could possibly result in disciplinary action against you.
2. Whenever you are called to a meeting with management, explicitly ask about the specific nature of the meeting.
3. Before beginning the meeting or at any time that you believe the meeting is covering areas that might result in discipline, you must explicitly ask for union representation.
4. Prior to proceeding with the meeting, confer with your union representative and discuss the matters at issue in the meeting.
5. If you have any questions, ask your union representative.

FOSCEP 717-238-9878   fos cep @ comcast.net