

# 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.**

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