



SEIU Local 26: Know your Rights

Building Power at Work and in our Communities

Educational on enforcing our contract

When workers raise concerns, what does the Boss do?

- ✓ **STALLING** - By foot-dragging, management hopes you'll lose interest and go away. This is why the grievance steps have time limits.
- ✓ **SIDETRACKING, WATER-MUDDYING** - Like a magician who misdirects your attention, bosses love to bring up issues not related to the grievance you're dealing with.
- ✓ **THREATS AND INSULTS** - Don't let management provoke you into losing your temper.
- ✓ **HORSETRADING** - When several issues are on the table, management may offer you a "trade": win one, lose one. Don't fall for it.
- ✓ **STONEWALLING** - Like stalling, only worse. Sometimes they're bluffing, sometimes not. This is the tactic arbitrators are made for. The only way to find out is to invoke the time limits in your contract.

So how do you get your Boss's attention?



Discussion Questions

1. Have you experienced any of these tactics that management uses? How does it make you feel?
2. What do you think of the cartoon? What are your ideas of ways for us to organize to get the bosses to do what we need?

Know your Rights

Tools for exercising OUR power

Tool #1: Actions we can do that are protected under Federal Law (NLRA)



Delegations, buttons, meeting with the boss, meeting with the property manager, press conferences, petitions, worksite actions, meetings with elected officials, strikes, etc.

Tool #2 Our Grievance Procedure

Grievance Steps:

- Step 1: the steward meets with the Manager to try to resolve it informally.
- Step 2: employees present a grievance in writing to the Company within ten (10) working days from the time it first arose. (3 days for terminations.) The Company is allowed ten (10) working days to respond to the Union in writing.
- Step 3: Meeting with union and Company within 10 days, and final written response from company 5 days after meeting.
- Step 4: third party Arbitrator rules on the case.



Other rights on discipline:

- No written or verbal warnings or reprimands shall be considered for purposes of progressive discipline after eighteen (18) months from the date of the warning or reprimand.
- if an employee is asked to sign a document of disciplinary action, such signature implies only receipt of the documentation.