



# Calaveras County Chapter Announcements



## WHAT YOU NEED TO KNOW

### MMBA Section 3502

Except as otherwise provided by the Legislature, public employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations. Public employees also shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the public agency.

### **Q. Can I participate in a work action during my work hours?**

**A.** Yes, if the action is a concerted work action, it means that the Union's leadership called for it, and there is a common purpose. For example, unity break, work stoppage, wearing purple items, buttons, pins, stickers, etc., the whole department, whole County, or some other group in common (Social Workers, Registration Clerks, etc.)

### **Q. Can I be disciplined for participating?**

**A.** The Union cannot guarantee or say what your manager may or may not do. Still, the Union will stand with you 100% if discipline is attempted by your manager/supervisor. We will file grievances and Unfair Labor Practice charges through the law firm that the Union retains.

### **Q. What if I choose not to participate?**

**A.** This is each individual's choice. From the Union's standpoint, participation shows unity, and the Managers do not like to see a unified workforce. Management sees non-participation as a non-unified workforce and will push the limits by trying to intimidate the workers. Remember, the manager's promises are temporary, and The Union's contract is in writing.

### **Q. My break is not at the designated action time. Will I get in trouble?**

**A.** The Union cannot guarantee or predict what each manager will do, but we have done this a lot in the past, and there have been no instances of this being applied to your permanent file. We will stand with you 100% to protect your rights as a Union member, including filing grievances and, if necessary, Unfair Labor Practices.

### **Q. I am a Probationary employee/ temp employee. How else can I support my Union?**

**A.** As part of the Union, you have a right to participate in the activities of the Union. If you are uncomfortable participating, you can wear purple, a union button or sticker, or a desk placard stating, "I support my Union." Ensure you stay informed so we can answer any questions you may have.