



SEIU Local 1021 City of Oakland

KNOW YOUR RIGHTS

As a union member, you have the right to have a union representative present during any and every meeting that could lead to discipline, but you must ask for it.

If you believe you are being asked to take part in any meeting that may result in a disciplinary action, say:

“I request to have a union representative present on my behalf during this meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a union representative present, I will refuse to answer accusational questions and any others I believe may lead to discipline.”

To protect yourself, follow these rules:

- **Make a clear request for union representation** before or during the interview
- The City must then do one of the following things:
 - Grant the request, and delay questioning until the union representative is available
 - Deny the request, and end the interview
 - Give you the choice to have the interview without a union representative or to end the interview: if they do this, choose to end the interview

If you believe you are about to receive discipline, including oral or written reprimands, suspension without pay, reduction in pay, involuntary demotion, or termination, **ask for your union representative.**