



LOCAL 5142

KNOW YOUR RIGHTS AS A UNION MEMBER



Question: AM I protected when I show support for my Union?

Answer: Yes. The National Labor Relations Act prohibits employers from retaliating against Union members who join unions, exercise leadership within their Union and in engage in concerted activities.

Concerted actions include wearing buttons, stickers, signing support petitions, handing out information in front of your facility and informational picketing.

Question: What is informational picketing?

Answer: Informational picketing is when Union members stand united showing their support for whatever the issue is in front of your facility or elsewhere in the community. Typically you would be handing out information regarding the issue. This not a work stoppage.

Question: What do I do when management or human resources wants to meet with me?

Answer: Ask them if this is an investigatory meeting and will it lead to disciplinary action. If the answer is yes to either of these questions you have the RIGHT to ask for a Union Representative to be at the meeting. The employer has three lawful options. 1) Delay the questioning and call in the requested representative. 2) Discontinue the interview. 3) Offer you a choice of continuing without representation or ending the interview.

*** If you are called into an investigatory meeting DO NOT go forward with the meeting without a Union Representative. This is your Weingarten Right.



Salem Nurses United for a Fair Union Contract!

