



Weingarten Rights:

If you are called into a meeting with any management representative and have reason to believe that disciplinary action may result, read them your Weingarten rights...

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. If this discussion could lead to my being disciplined and you deny my request for representation, I choose not to answer any questions."

Ask your supervisor if you might be disciplined as a result of the interview. If he says "NO", ask for a written statement to that effect. If he gives you such a statement, you must participate in the interview. If not, read him your Weingarten rights, remain for the meeting, take notes, and afterwards immediately contact your union representative. 2 If he says you might be disciplined but will not allow you to have a union representative present, read him your Weingarten rights, stay in the room, take notes, and do not respond to any questions. Afterwards, contact your union representative immediately. If he allows your union representative to be present, you should participate in the interview.

Status Quo:

Management can NOT make any changes to status quo. They have to negotiate over every single change they make whether it's filling an open position, changing a shift, work hours, subcontracting, etc. If you are aware of any unlawful changes, immediately contact Nick Prather at (859) 250-7640 and fill out an incident form found at the link below.

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| Wages | Tuition reimbursement | Mandatory meetings |
| Jury duty | Hours of work | Mileage and stipends |
| pay | Seniority | In-service trainings |
| Shift premiums | Work schedules | Evaluation procedures |
| Bereavement pay | Job duties | Parking |
| Overtime | Grievance procedure | Health and safety |
| On-call pay | Probationary period | Bonuses |
| Premium pay | Workloads | Clothing and tool allowance |
| Severance pay | Testing of employees | Incentive pay |
| Longevity | Vacancies | Equity pay adjustments |
| Pensions | Rest and lunch periods | Dental and vision plans |
| Pay for training | Promotions | Work rules |
| Health insurance | Bargaining unit work | Meals provided by the employer |
| Holidays | Transfers | |
| Leave of absence | Subcontracting | |
| Sick days | Layoff and recall | |