



# Know Your Rights

**AFT LOCAL 5222**

THROUGH OUR UNION, STAFF AT CHC HAVE RIGHTS THAT WE WOULD OTHERWISE NOT HAVE. WHEN WE COME TOGETHER, WE BUILD THE POWER TO IMPROVE OUR WORKPLACE. OUR CONTRACT PROVIDES US WITH A LEGALLY BINDING SAY WHEN IT COMES TO WORKING CONDITIONS, PAY AND BENEFITS.

## **We have the right to a Union Representative present in meetings with management that you think may lead to discipline.**

If called into a meeting with management, please state the following:

*"If this discussion could lead in any way to my being disciplined, terminated or affect my personal working conditions, I respectfully ask for union representation. "*

## **What sort of issues should I bring to our Union Steward or AFT Field Representative?**

Contract or Policy matters regarding patient safety & patient care, wages, hours, working conditions, benefits, scheduling or any related matter including:

- A change to a unit practice
- If you feel you are being mistreated by your Supervisor or Manager
- If you feel that state or federal law is being violated
- Violation of management's rules or responsibilities

Do **not** go into meetings with Management alone- it is always better to have a witness, no matter how good a relationship you have with your manager!

## **Who do I turn to if I have questions about issues at work and don't know whether or not it's a grievance?**

If you are experiencing an issue on the job, you have support. Union Officers and Stewards are trained to interpret the contract, know how to file grievances and how to represent you with management. Additionally, we have access to Field Representatives from our statewide union that can assist in numerous ways.

**Be sure to reach out to a CHU Steward or email [chu.grievance@gmail.com](mailto:chu.grievance@gmail.com) to be connected with one.**

You must report workplace concerns or a possible (or clear!) contract violation within 10 days of such occurrence. We are required to file a formal written grievance within the timeline of 10 days. It doesn't matter how strong of a case you have; your Union Stewards cannot file a grievance past the deadline.

## **You Have the Right to Participate in Union Activities:**

Participate in Union Meetings and activities, like wearing buttons or attending rallies.

The Right to talk to colleagues about changes that you want to see at CHC

Talk to your colleagues about our union (including negotiations and contract violations) anywhere that non-work-related subjects are discussed.

Read and distribute our Union literature

File grievances when our contract is violated