



TEAMSTERS LOCAL 727

STEWARDS NEWSLETTER / NOVEMBER 2016

Weingarten Rights: What are they?

The U.S. Supreme Court's 1975 decision in the Weingarten case held that if the employer requires an employee to submit to an investigatory meeting and denies the employee's request for union representation, then the employer is in violation of the National Labor Relations Act.

Union members have the right to a union representative at any meeting that they believe could possibly lead to disciplinary action.

If you are called into a meeting and have reason to believe that disciplinary action may be imposed, you have the right to have a union agent present during the meeting.

Read this statement to management: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request my union representative be present at the meeting. Without representation, I choose not to answer any questions. This is my right under the U.S. Supreme Court decision called Weingarten."

Members must request a representative; the employer has no obligation to inform the employee of that right.

Management does not have to

SAVE THE DATE! TEAMSTERS JOINT COUNCIL 25 WOMEN'S COMMITTEE ANNUAL HEALTH FAIR

Mind, body & soul! The Women's Committee's annual health fair promotes healthy living through nutrition and physical activity. The event will feature guest speakers, workshops, fitness demonstrations and more. FREE! Raffles, giveaways and refreshments will be provided. For more information, visit teamsterwomen.com.

TIME: 10:00am-2:00pm

DATE: Saturday, Nov. 12, 2016

PLACE: Teamsters Local 743
4620 S. Tripp Ave., Chicago, IL
We hope to see you there!

call the representative. Instead, the employer can stop the meeting or just issue the discipline.

Once a union representative is called, he or she has the right: (1) to know the subject of the investigatory meeting; (2) to confer with the member prior to the meeting; and (3) to speak during and participate in the meeting.

However, the representative cannot argue the case since this is not a grievance hearing.

If you have questions about your Weingarten Rights, contact

your Teamsters Local 727 business representative at (847) 696-7500.

CONTRACTS

• **OSCO:** Osco members overwhelmingly voted to ratify the company's revised three-year contract offer, which includes retroactive wage increases, bonuses, personal and sick day coverage, frozen HRA health care premiums and a guaranteed 401(k) match for more than 500 Chicago-area pharmacists.

• **QUALITY FIRST MANAGEMENT:** Teamsters Local 727 secured a new three-year contract for workers at Burr Oak Cemetery in Alsip, Ill. on Aug. 15. The contract, which expires April 30, 2019, protects all job security clauses and working conditions and provides quarterly lump-sum bonuses to cover health care premiums and retirement investments.

UPCOMING EVENTS

• **Sunday, Nov. 6:** General Membership Meeting

• **Friday, Nov. 11:** Veterans Day (union office closed)

• **Saturday, Nov. 12:** Teamsters Joint Council 25 Women's Committee Annual Health Fair

• **Thursday, Nov. 24-Friday, Nov. 25:** Thanksgiving and day after Thanksgiving (union office closed)