



AFSCME MEMBERS:

KNOW YOUR RIGHTS



In accordance with your MOU, you are entitled to union representation in any investigatory meeting that may lead to discipline or any disciplinary hearing, discussion, conference, or meeting.

When a manager asks to meet, you are allowed to (and SHOULD) ask one of two questions:

- ▶ **"Is this an investigatory meeting that could lead to disciplinary action?"**
- ▶ **"Am I being disciplined?"**

If any of these questions is anything but a clear, firm "No", you are entitled to representation from your union.

- ▶ **If there is a shop steward in your workplace, contact them. They have 1 hour to come to your meeting, and management has to wait.**
- ▶ **If there is no shop steward or they are unavailable, call (410)-547-1515 and request representation. A representative has 4 hours to come to your meeting, and management has to wait.**

BECOME AN AFSCME MEMBER

Join AFSCME today to become part of the largest union for state workers in Maryland. Every person who joins our union allows us to be able to fight back in situations like this!

Join online at: www.afscmemd.org/join



No stewards on site? Interested in becoming one? Questions or concerns? Contact the AFSCME Maryland office at (410)-547-1515. Access a digital version of your union contract at www.afscmemd.org/contracts.