

EMPOWER U
ACTION LAB

Getting Ready to Face Management

LOCAL 1000





*Steward
Rights*

Exist to
Support
the *Work*

EMPOWER U
ACTION LAB

SEIU

Key Outcomes

- ✓ Reframe preparation as groundwork
 - ✓ Explain Weingarten rights
 - ✓ Compare meeting types
 - ✓ Use preparation checkpoints
- ✓ Connect enforcement to bargaining power



Poll Question

What do members most need from a steward before a meeting with management?



Preparation, Enforcement, and Bargaining Strength

Everyday enforcement shapes bargaining strength

Informed members change management's
expectations

Steward preparation builds a stronger union





Mike Ramos on Steward Preparation



What does good preparation look like?

How does keeping members informed set
stewards up for success?

How does strong contract enforcement
strengthen bargaining?





Where Weingarten Fits



Not just a line
for crisis

Stewards must
teach and
normalize

Part of
preventing
isolation

*“A right understood is a right that protects.
Teach it before it’s needed.”*





Weingarten in Plain Language

If a meeting with management could reasonably lead to discipline, investigation, or corrective action, the member has the right to union representation.

This right is not automatic- it has to be asserted.





In the chat:

What makes it
hard for
members to
assert their rights
in the moment?






“If this meeting could lead to discipline, I request union representation.”

- ✓ investigatory interviews
- ✓ meetings about conduct or performance
- ✓ a ‘quick conversation’ that suddenly starts sounding disciplinary

meetings where notes are being taken and consequences may follow.





Why teaching others prepares us as stewards

- understand the right well enough to explain it simply
 - anticipate confusion and fear before the crisis
 - build habits before pressure hits
- reduce the chances of being caught in the moment





Preparation Checkpoints

What you can do

Clarify purpose

Anchor in facts

Anticipate management

Prepare Responses

Prepare the member

Confirm roles and logistics





Union-Called Meetings

Grievances, Rebuttals, When we raise the issue...

Define purpose/outcome

Gather Facts/Docs

Anticipate management

Prepare Member for Flow

Create Boundaries/Responses





Management-Called Meetings

Investigations, NOAs, When they raise the issue...

Read the Risk

Check Rights/Representation

Clarify Roles

Stay Anchored in Facts

Slow the tempo when needed



Debriefing is a Steward's *Best Practice*

- Were the member's rights respected?
- What did management reveal?
- What follow-up does the member need?
- What should stewards at this worksite learn from this?





In the Chat

What support do you need to feel more confident in representation meetings?

What will be your next action step?



you
are
STRONGER
THAN
you
Think