

# Know Your Rights!



Because you are represented by SEIU 503, you have rights at work. Our ability to enforce these rights – along with our ability to fight for better wages and benefits – is built on the strength of our membership. When more people choose to stick together in union, we put ourselves in a position of strength.

## **30 minutes with your union.**

In 2019, Oregon passed a law that gives all new public employees the right to at least 30 minutes with a union representative during the first 30 days of employment.

## **Just cause.**

An important part of our Union contract is a provision that says the employer may not discipline or discharge a worker unless there is “just cause.” If you believe you have been disciplined or terminated without just cause, you should contact your union steward for assistance. If your steward believes the discipline may have been without just cause, they will assist you in filing a grievance.

## **Weingarten rights.**

If your boss or supervisor calls you into a meeting and you believe that this meeting might reasonably result in discipline against you, you have the right to be accompanied by a union steward or representative of your union.

## **Whistleblowing.**

You can discuss your job with the Legislature. Discrimination for criticizing your employer is illegal.

## **Organize for yourself and your coworkers.**

You have the right to participate in “concerted activity” which means you can take actions as employees to support your union. Examples include: asking your coworkers to join SEIU 503, wearing a union button or sticker, attending union meetings, signing union petitions, posting union flyers in our personal work areas, talking to the press about issues that concern us, or distributing flyers before & after work and during breaks away from work areas. It is illegal to terminate or discipline an employee for participating in concerted activity.

## **Reasonable paid time for Stewards.**

Employers are required to grant reasonable paid time to union stewards during their regularly scheduled work hours to perform certain duties related to union business. Duties include working on grievances, attending Weingarten meetings, bargaining, labor-management meetings, and more.

## **Pushing back, when appropriate.**

Our union has what’s called a “grievance” process, which is a way for employees to make sure their rights are not being violated. In many cases, such as contract violations, bully behavior from a boss or coworker, or termination without cause, employees can file a grievance. Grievances are a powerful tool and in some cases can right a wrong or ensure that an employee is being treated fairly.

Learn more at [Seiu503.org/KnowYourRights](https://Seiu503.org/KnowYourRights)