

# Attention Sky Chefs Workers!!!

## **Your rights to representation under the contract:**

### VII. Discharge and Discipline

- B. 1. An employee shall be permitted to request the presence of an appropriate representative at the time of an investigatory interview that he or she reasonably believes will result in his or her discipline or discharge
2. If the person first requested is not available, the employee may request another person.
3. An appropriate representative shall be:
- A Shop committeeperson or
  - Another employee present in the Kitchen or
  - A non-employee Union representative present at the time
- Employees acting as a representative in the investigatory interview, when released from their current work duties, shall be on the clock for the duration of the interview...

Union members have a right to union representative during investigatory interview. An investigator interview involves a supervisor asking questions to obtain information, which could lead to the employee's discipline. Employers are not obligated to inform members of their Weingarten rights. It is the union's role to do so. **Employees must request union representation** before or during the interview.

During the interview the steward or union representative has the right to:

- Speak
- advise on how to answer
- caucus
- request information
- request clarification
- provide additional information
- protect grievant from self-incrimination
- a private, pre-interview conference with the worker.

## **Representatives of Sky Chefs Kitchens 1475 & 1479:**

Yayi Martinez, Shop Committeeperson, Production  
Irma Candelaria, Shop Committeeperson, Production

*Interested in becoming involved in your Union...  
Contact your Organizer today!!!*

Tito Rosario, Organizer, extension 14  
Eric Clinton, President, Extension 16

### **UNITE HERE! Local 362**

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