We Represent US Government Employees LiUNA! 1776 Feel the Power

LIUNA Local 1776
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CHECKLIST

Union Rights at Formal Meetings

The union has the legal right to attend certain meetings in the federal workplace that affect the bargaining unit, even if the employee does not want the union there. See 5 U.S.C. 7114(a)(2)(A).

MOST COMMON

Grievance Meetings and Staff Meetings

The most common formal meetings are grievance meetings and staff meetings that discuss conditions of employment. "Conditions of employment" is read broadly.

Four Elements Must Be Present

1. A discussion (meetings count).
2. It is formal.
3. It is between one or more representatives of the agency and one or more employees or their representatives.
4. It concerns a grievance, or a personnel policy, practice or general condition of employment.

What Makes a Meeting "Formal"?

- The level and number of management officials present
- Where the meeting took place
- How long it lasted
- Whether it was planned or spontaneous
- Whether there was a written agenda
- Whether attendance was mandatory
- How it was run, for example whether notes or statements were taken
- Other factors

AT THE MEETING

What the Union May Do

The Union May

- Ask questions about the matters discussed.
- Make relevant remarks about those matters.
- State the union's position on them.
- Comment, speak and make statements.

The Union May Not

- Take charge of the meeting.
- Interrupt or disrupt it.