



Know Your Rights:

You have the right to have a CNA rep with you

when you are called into the office and questioned about a particular issue/situation

Before UC disciplines a nurse, the nurse typically is called into their manager's office and questioned about their involvement in and knowledge of a particular issue or incident. Because most nurses have never been written up, you may not realize that the meeting is actually an investigatory meeting that may result in discipline.

REMEMBER: You have the contract-protected right to have a CNA rep with you at these type meetings!

How do you invoke your right to CNA representation?

- **What to say:** When you are called into a meeting that you think may result in discipline, say "I want a CNA rep with me, and the meeting needs to be postponed until I can get my rep."
- **If you're not sure, ask the purpose of the meeting.** If you are called into a meeting that you're not sure what it is about, you should ask "Is this an investigatory meeting that may result in discipline?"
 - If the manager says yes, say "I want a CNA rep with me, and the meeting needs to be postponed until I can get my rep."
 - If the manager says no, ask them again: "So what you're saying is that this is not a meeting that could result in discipline?" If the manager says no again, the manager has promised that the meeting will not result in discipline. Take this down in your notes. If the manager wasn't being truthful, this is a serious violation of your rights.
- **If you are mid-way through the meeting** before you realize it might be an investigatory meeting, you have the right to interrupt the meeting and say "I want a CNA rep with me at this meeting, and I'd like the meeting postponed until I can get my rep."
- **REMEMBER: you have the right to postpone the meeting until you can get a union rep to go with you.**

For more information, talk to your CNA unit contact, nurse rep or labor rep, or email CNA at ucdivision@calnurses.org.

REFERENCE: CNA Contract, Article 26 H, Representation.

- "A non-probationary nurse shall have the right of representation at any scheduled meeting the outcome of which may be a disciplinary act of written warning, suspension without pay, demotion or discharge.
- The University shall advise a nurse of any scheduled meeting, the outcome of which may be a written warning, suspension without pay, disciplinary demotion or discharge.
- A nurse may request a representative of the nurse's choice other than a University employee who has been designated as supervisory, managerial, or confidential to be present when there is reason to believe that a meeting may result in disciplinary action as defined above.
- If the nurse's preferred representative is not available to attend a meeting scheduled by the University, the nurse shall arrange for an alternative representative for the meeting. If no alternative representative can be found for the scheduled meeting, the University may reschedule the meeting within eight calendar days, unless otherwise agree to by the parties."