



*CWA LOCAL 2108*

You Are

**ENTITLED BY LAW**

- **TO KNOW THE TOPIC OF A MEETING BEFORE PARTICIPATING**
- **TO HAVE UNION REPRESENTATION**
- **TO REMAIN SILENT UNTIL YOUR UNION REPRESENTATIVE IS PRESENT**
- **TO CONSULT WITH THE UNION PRIOR TO MEETING WITH MANAGEMENT**

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You may exercise these rights whenever you  
THINK there is a threat of disciplinary action

But

YOU must ask for

**UNION REPRESENTATION**

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