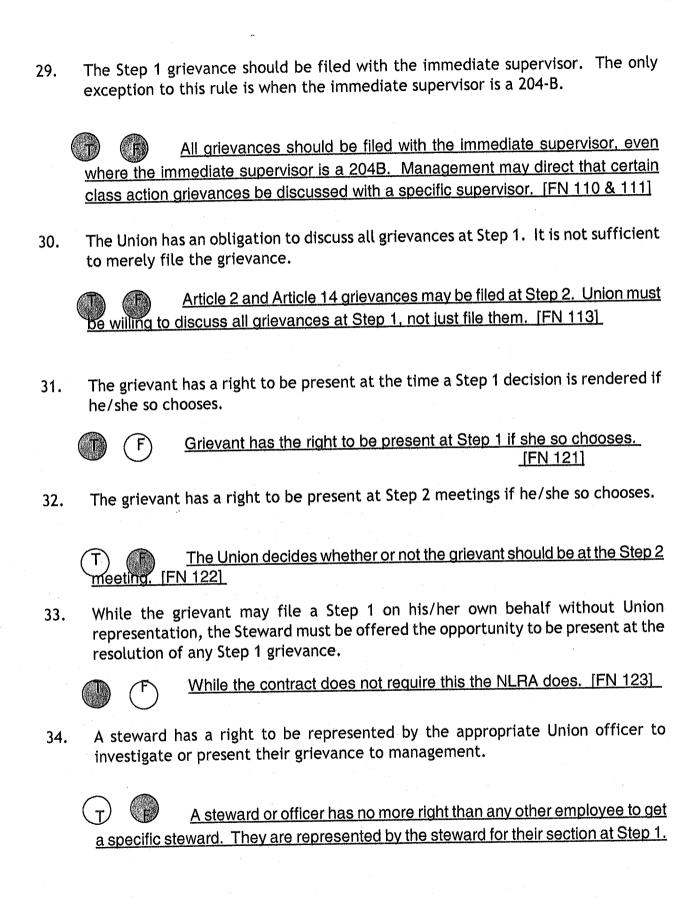
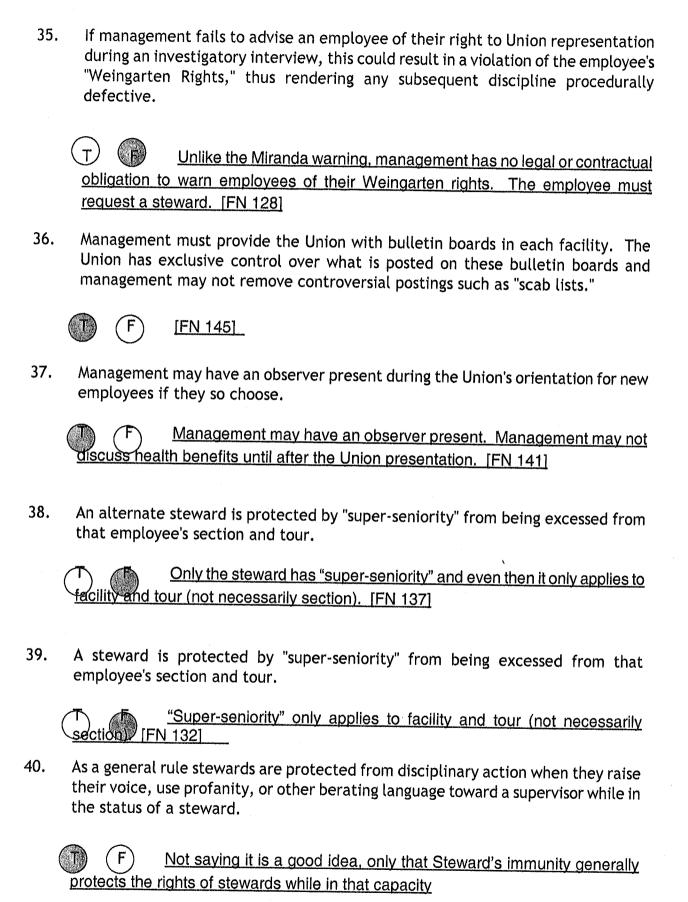
## I KNOW MY RIGHTS!

## True & False Quiz Answers

This brief survey of "Union Rights" is intended to facilitate discussion of the subject issues. As a result, many questions will have no one "right" answer. Class participants are encouraged to engage in group discussion and attempt to reach a consensus group answer to each question. While these are "True" and "False" questions, you may well determine in many instances that a "True with explanation" or "False with explanation" response might be most appropriate. In those cases be sure to include your explanation.

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- 41. After I represented an employee during an investigatory interview with the OIG the Inspector retained me and demanded that I answer his questions regarding what the grievant had told me during our pre-interview consultation. As a steward I have a right to refuse to answer his questions.
  - Mhile the courts generally recognize a limited privilege not to require the steward to testify against the grievant in disciplinary matters, you could be required to testify in court.
- 42. The grievant is being disciplined because of a customer complaint. Her steward has the right to interview the customer while on the clock.
  - **T F** <u>Yes. [FN 81 & 82]</u>
- 43. A steward is never permitted to sign their own PS Form 3189, Request for Schedule Change for Personal Convenience.
  - While this is not a good practice it is not prohibited. Step 4, H1C-5G-C 41220, May 13, 1985.
- 44. A shop steward on light duty may be released to perform steward duties.
  - F As long as the steward's medical restrictions permit it. [FN 34]
- 45. The Union president may designate a steward to represent all light duty employees regardless of section or tour.
  - A steward must be certified to represent craft employees in specific work locations on their tour. The Union may not make a blanket certification to cover a certain group of employees such as light duty [FN 4].
- 46. The Postmaster is not required to personally attend Labor Management meetings so long as she sends a designee.
  - (F) <u>Step 4 NC-S 11794 (11-29-78).</u>

47. Grievance discussion may be conducted telephonically.



 $(\mathbf{F})$ 

[FN 114 & 115]

48. Employees are entitled to Union representation during investigative interviews. However, the Steward is present as a witness and may not actively participate in the interview.





[FN 129]