

## WHAT TEAMSTERS AT UNITED AIRLINES NEED TO KNOW ABOUT DISCIPLINARY MEETINGS:

As a Teamsters at United Airlines, you have the right to have a representative present during any meeting, hearing, or interview with management that could reasonably lead to discipline. This is outlined in [Article 18-0](#) of our contract, which ensures that union stewards play a crucial role in representing you during these investigatory meetings.

**During a disciplinary meeting, you can expect your shop steward to perform several important functions:**

- 1. CLARIFY THE PURPOSE:** Your shop steward will ask management to identify the subject and purpose of the meeting before it starts. That way, they can't attempt to mislead you, and you understand exactly what to expect.
- 2. REPRESENTATION:** The steward is there as your representative, not just an observer or note-taker. They will actively participate in the meeting to protect your rights and ensure fair treatment.
- 3. CLARIFY QUESTIONS:** If the questions asked by management are vague or leading, your steward can ask for clarification to ensure their line of inquiry is compliant with the collective bargaining agreement and unambiguous.
- 4. PROVIDE ADVICE:** Under most circumstances, your steward can advise you on how to answer questions. They cannot, however, answer the questions for you.
- 5. OBJECT TO INAPPROPRIATE QUESTIONS:** If the questions posed by management are badgering, offensive, or overly accusatory, your steward has the right to object. They will do this in a way that does not disrupt the meeting but ensures your rights are protected.
- 6. PRESENT ADDITIONAL INFORMATION:** After management has finished their questioning, your steward can provide mitigating or exculpatory information on your behalf that is relevant to the investigation. This helps ensure that all pertinent facts are considered, and you receive fair treatment.

By understanding these rights and what to expect from your shop steward, you can feel more confident and secure during disciplinary meetings. Your steward is there to ensure that you receive fair treatment and that your rights as a union member are fully respected.

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