



WHEN YOU'RE CALLED INTO THE OFFICE

If managers start cornering individuals, how can you prepare people? Warn them what to expect. It's helpful to role-play how a one-on-one meeting might go.

Advise your co-workers that there's no need for heroics. Arguing with your supervisor about your campaign won't help. The supervisor's goal is either to intimidate you or to find out information, such as who the leaders are.

Here are some good practices to follow any time you are called into the office:

- **Assert your Weingarten rights.** If you have a legally recognized union in the private sector (even if you don't have a contract yet), you have the right to have a steward present in any meeting that could lead to discipline. (Many public sector unions have similar protections in state law or contracts.)

So any time you start to feel intimidated, ask your supervisor directly: "Will this meeting lead to discipline?" If she says anything but "no"—including "yes," "maybe," "we'll see," or "I don't know yet"—tell her you want a steward present, as is your right.

- **Take notes on what the supervisor says**, especially if you think she might be violating your rights. (For instance, questions about your organizing could be illegal surveillance of union activity. Consult your union officers or a lawyer.)

Note-taking during the meeting could make the supervisor nervous enough to rein in her behavior—or it could make her mad enough to escalate. Gauge your particular supervisor. If not during the meeting, be sure to make a written record immediately afterward.

- **Answer questions** related to your work, but don't volunteer extra information you weren't asked.
- **Debrief soon afterwards** with a steward or core group member. This gives the steward a chance to make sure you're okay, find out if your rights were violated, answer any new fears or doubts management has planted, and gather intel on what management's up to.

