

Rights of Union Stewards

Case law has established the following rights for the Union Steward

- The supervisor must inform the steward of the reason for the interrogation.
- The steward has the right to take the worker aside for a private meeting before questioning begins.
- The steward has the right to speak during the interview.
- The steward can ask for clarification of questionings so that the worker can understand what he or she is being asked.
- The steward can give advice on how to answer a question.
- When the questioning is over, the steward can provide additional information to management.
- Stewards can be a witness for worker.
- Help the worker explain what happened.
- Raise extenuating circumstances.
- The steward can help a worker from making a fatal admission.
- The steward can prevent the worker from denying everything, thereby giving the appearance of dishonesty.
- The steward can help the worker from losing his or her temper and getting fired for insubordination.