

Union ★
Update

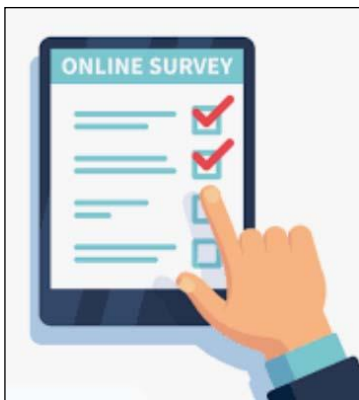
OPEIU
Local



For Local 8 Members at Forterra Northwest

January 18, 2022

Preparing to Bargain, Meet our Union Reps & Weingarten Rights



Happy New Year! Now that we have formed our union, it's time to prepare to bargain our first contract. We'll be receiving a survey via email in the next week. Please be sure to fill it out so your opinions and experience are included, and we can make sure our contract reflects our priorities. The survey will also have information about what it means to serve on the Bargaining Team and an option to nominate yourself. It'll be important that we have representation across the organization, so it's a good time to start talking

with your team about who may be interested.

Meet Our Union Reps

Now that we've formed our union, we have Union Reps designated to represent us and assist our Bargaining Team at negotiations. Diane Arnold and Shelby Mooney are jointly representing union members at Forterra and can be contacted at diane-shelby@opeiu8.org or 206-441-8880 ext. 115.

Weingarten Rights

Some of the benefits of forming our union go into effect after we ratify our first contract, but some rights are effective immediately. One important right we all should be aware of is called “Weingarten” rights, named after the 1975 U.S. Supreme Court decision NLRB vs. Weingarten, Inc.



You have the right to union representation any time you face a meeting or discussion with a supervisor that could lead to discipline. Your employer usually has no obligation to inform you of your right to have a union representative present. You must ask for your rights! Your employer must give you time to contact a union representative and allow the representative to be present at the meeting.

“Weingarten” rights apply when a supervisor is questioning an employee to obtain information the employee reasonably believes could be used as grounds for discipline. If the meeting is solely to inform about a discipline without an investigation, these rights don’t apply. Here’s what you can say:

“If this meeting is an investigation that could in any way lead to discipline or termination, I request that my steward or union representative be present before continuing.”

In-person Celebration Postponed

We had hoped to gather a few weeks ago in an in-person, outdoor setting to celebrate winning our union. However, with the surge in COVID-19, it seemed wise to postpone. We hope it will be safe to reschedule soon!

If you have any questions, please contact our Union Reps Diane Arnold and Shelby Mooney at diane-shelby@opeiu8.org or 206-441-8880 ext. 115 or Organizer Corinne Cosentino at corinne@opeiu8 or 206-441-8880 ext. 113.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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