



For Local 8 Members at Crisis Connections

March 17, 2023

Protecting and Advocating for Yourself in the Workplace

We all deserve a workplace that values our knowledge, input, and experience. Employees should feel respected, communication must be reciprocal and transparent, changes need to be thoughtfully and thoroughly planned and well communicated prior to execution, and it is critical that expectations are clear, fair, and consistent.

Poor management leads to low morale and difficulty with retention. Simply holding a management position or an advanced degree doesn't make someone an effective or efficient leader.

Insecure, new, and/or inexperienced management will:

- Perceive everything as a challenge to their power and authority
- Express their lack of confidence as a projection of mistrust or blame
- Jump to discipline rather than informally coaching, counseling, or mentoring
- Limit team input, squash open discussion, and resist feedback
- Attempt to intimidate and isolate staff
- Use authoritarian rather than collaborative tone
- Be unable or unwilling to explain their decisions
- Refuse to ask questions even if they don't fully understand the matter at hand
- Resort to micromanagement
- Lack empathy and self-awareness

- Accuse others of behaviors they exhibit (poor communication, unprofessionalism, etc.)

We have a mantra at OPEIU Local 8: “GET IT IN WRITING!”

If you are experiencing the sort of management style outlined above, try to communicate in writing as much as possible (via email, team’s chat, text message) so there is a written account of what was requested, directed, discussed, agreed to, etc. Remember to keep communications professional and appropriate for the workplace.

Weingarten Rights

If you are called into an investigatory or fact-finding meeting where management will be asking you questions that you believe could potentially lead to discipline, you can and should request to have a Union Representative present! Please note, it is your responsibility to request that a Union Rep attend these meetings with you and CC must allow reasonable time to coordinate schedules.

Questions or Concerns? You can reach your Union Representatives at Valarie@opeiu8.org or Tara@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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