

# KNOW YOUR RIGHTS!

## JUDGE ORDERS MONTEREY COUNTY TO STOP INTERFERING WITH WORKERS' RIGHT TO REPRESENTATION



“Management wants the power to do whatever they want, and they know that being in a union gives us a lot of protection. That’s why they tried to stop me from bringing my union rep to a meeting. Our right to union representation protects all of us!”

-Lourdes Mercado, Office Assistant, Monterey County Social Services

When Office Assistant Lourdes Mercado felt that she was being unfairly treated by her supervisor, she asked for a union representative to help her appeal a negative evaluation rating. When Lourdes arrived at the appeal meeting, **her manager refused to meet in the presence of her union representative, which is against the law.**

SEIU filed an unfair practice charge with the Public Employment Relations Board (PERB). A PERB judge concluded that the County’s arguments have no merit, and he ordered the County to cease and desist from engaging in further unlawful conduct.

In a separate case, Monterey County 911 Dispatcher Joanne Lopez was denied the assistance of an SEIU representative by her managers when she tried to carry out her steward duties. Joanne asked our Contract Enforcement Department to help her make sure that a co-worker facing serious discipline was well-represented. When Joanne arrived at the investigatory meeting, her manager refused to meet in the presence of her SEIU representative. Joanne filed a grievance, and a neutral arbitrator concluded that the County had erected unnecessary barriers to the Union’s legitimate goal of providing steward training. The County was again ordered to cease and desist.

Help your coworkers defend their rights on the job - Become a Steward! Visit [www.seiu521.org/steward](http://www.seiu521.org/steward) to learn more.