

## Union Rights at Formal Meetings

The Union has the legal right to attend certain meetings in the Federal workplace that affect the bargaining unit. See 5 U.S.C. § 7114(a)(2)(A).

**IMPORTANT:** The Union has the right to attend, even if the employee does not want the Union there. Most common types: grievance and staff meetings discussing conditions of employment (broad).

### Four Elements Must be Present

- Formal Discussion (includes meetings)
- Between one or more reps of the agency and one or more employees or their reps
- Concerns a grievance, personnel policy, practice, or general condition of employment.

### What Makes a Meeting “Formal?”

- Level and number of the management official(s) present
- Location: Where did the meetings take place?
- How long the meeting lasted
- How the meeting occurred (planned/spontaneous)
- Was a formal agenda drafted for the meeting
- Was the employees’ attendance mandatory?
- Manner in which the meeting was conducted? (i.e. were notes statement taken)
- Other possible factors

### Union Rights at a Formal Meeting

- Ask questions related to matters discussed at the meeting.
- Make relevant remarks about those matters.
- State the Union’s position on those matters.
- Right to comment, speak, make statements.
- CANNOT: take charge of, interrupt, or disrupt the meeting.