

## **What kind of representation are you entitled to?**

MEA has a duty to represent members ("duty of fair representation" or DFR). They are entitled to fair, impartial, and non-discriminatory service.

### **Our members have the right to representation in the following instances:**

1. meetings with employer in which discipline is a possibility
2. interactions with management in "highly unusual circumstances"
3. when employee complains about contract violations
4. when the employee wishes to discuss contractual entitlements (e.g., leave of absence) prior to a district decision
5. when the employee makes non-contractual complaints against the employer

### **There is no right to representation for**

1. routine interactions with a supervisor
2. receipt of a notice of previously determined discipline
3. receipt of a work directive
4. routine formal evaluation procedures
5. grievances against fellow members