



University of Connecticut Health Center

POLICY NUMBER 2003-36

July 1, 2003

**POLICY: RIGHTS OF NON-UNION EMPLOYEES ATTENDING
MEETINGS THAT MAY RESULT IN DISCIPLINARY ACTION**

POLICY STATEMENT:

When attending a meeting that could reasonably lead to disciplinary action, non-unionized employees are allowed to bring a co-worker as a witness and to provide support.

PROCEDURE/KEY POINTS:

- In such situations, where a supervisor or manager is conducting a meeting that could reasonably lead to disciplinary action, non-union employees may request to bring a co-worker with them to witness the meeting and to provide support. This request must be granted.
- This right does not extend to any other type of meeting and does not allow the employee and/or co-worker to control or disrupt the meeting. In particular, managers should note that meetings to provide work direction or advice, or to counsel an employee, are not disciplinary situations and do not fall into this category.

Contact Labor Relations for any questions concerning this policy.

Joan D. Mazzone (signed)

6/9/03

Associate Vice President for Human Resources

Date

Peter Deckers, MD (signed)

6/11/03

Executive Vice President for Health Affairs

Date

REPLACES: NEW POLICY