

ANNUAL REPORT 2019- 2020

**UNIVERSITY OF
WASHINGTON
HOUSESTAFF
ASSOCIATION**



CONTENTS

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

02

All About The Union
Who We Are • Mission • Vision

03

History of UWHA

05

Message from the President
Kellie Satterfield, MD

08

Programs
Childcare Fund • Grant Program • Bike Fund

10

Grievances

11

Financial Report

12

Leadership
UWHA Board Elections • Departments Reps • Membership

13

UWHA Board and Staff Bios

16

Weingarten Rights



ABOUT THE UNION

WHO WE ARE

UWHA is the independent labor union representing 1,400 residents and fellows at the University of Washington. UWHA members make up 20% of doctors in King County.

MISSION

Advocate for the medical/dental trainees of the University of Washington and affiliated programs in matters of employment, professional development, and personal development during their training.

VISION

Work collectively with members, the employer, and union siblings across the University of Washington to improve pay and working conditions for unionized workers to keep our institution competitive and in line with cost of living.

HISTORY OF UWHA

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

1964 – The newly established UWHA took the lead in advocating for workplace improvements. Residents bargained collectively for a raise and increased benefits and were able to avoid a looming strike. Residents still lacked a contract, meaning that the conditions of their employment could change at any time.

1970s— During the course of many meetings, UWHA and UW crafted the “Blue Book,” the first draft contract for residents. In 1980, the advisory committee stopped meeting and the proposed grievance procedures faded away. The School of Medicine never publicized the Blue Book and residents again found themselves demoralized without a contract and without any legal basis for future negotiation.

1980s—The UW administration refused to recognize the UWHA as a representative of the residents and again refused to bargain. Once again residents prepared to strike and the UWHA successfully negotiated a contract guaranteeing improvements in work conditions such as meals provided while on call, a grievance procedure, better pay, and fringe benefits. During the 1980-81 wave of resident activism, there was much discussion on the legal status of residents and their rights to negotiate collectively. At that time, under the law, residents were clearly defined as students without the power or legal backing to collectively bargain. It was only by threatening to strike, that University officials were forced to recognize the residents as a nonexclusive collective bargaining group and accede to some of their demands.

1990s–2000s – Following its successes in 1981, the UWHA entered a state of dormancy over the next two decades. In 1999-2000, residents elected to the advisory committee were eager to improve the dialogue and discussion about resident working conditions environment in the UW system. These residents realized that restoring the UWHA was the best way to achieve these goals. They drafted new bylaws, elected officers, and resumed control of the Housestaff Association dues accounts. Over the next decade, the resuscitated UWHA achieved some improvements such as making residents eligible for civil and educational leave, enrolling residents in matched retirement accounts, and creation of the Safe Ride Home program.

HISTORY OF UWHA

CONTINUED...

2010s—A survey of residents clearly demonstrated low wages relative to the cost of living in Seattle and high educational debt burdens. Furthermore, despite the rising cost of living in Seattle UW was paying residents at or below the national average. The high cost of parking and childcare also placed a financial burden on residents.

The UWHA brought these issues to the University's attention but were met with heavy resistance. In 2014, after collecting hundreds of signatures from housestaff, the UWHA reorganized into a union. The University fought this assiduously. Despite an extensive campaign and legal challenges by the University, in the fall of 2014 UW Residents were given the opportunity to unionize. The housestaff voted overwhelmingly (>75%) in favor of forming a union.

Negotiations between the UWHA and UW began in January 2015 and continued for almost two years. Initially, UW refused to offer any form of housing or parking funds and refused to increase salaries commensurate with the costs of living. After over 20 months of negotiations, the UWHA and UW reached a new contract.

The new contract was brought to the housestaff, who voted overwhelmingly (>99%) to ratify it. Following ratification on November 1, 2016, the new contract went into effect. That year the UWHA administered childcare fund was established.

In 2017, residents voted to change the UWHA constitution, more than doubling the number of board members and officers. The increase in staff and the continued enthusiasm has enabled the association to expand its role.

2019-2020—As bargaining of the second contract loomed, UW refused to bargain after clinic hours to ensure residents and fellows could continue to care for patients. After seven months of battling, UW and UWHA agreed to begin bargaining sessions at 3:00pm.

Starting a month and a half after the contract expired, UW and UWHA began bargaining in July 2020. With little to no movement for months, UWHA hosted its first large scale action, a 15-minute Unity Break - where over 500 residents walked out of four hospitals and multiple clinics (including residents in Boise, ID) and lead speeches at each location. This was the start to widespread media attention.

See the President's Message for more information about wins and actions this year.

MESSAGE FROM THE PRESIDENT

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

To My Colleagues and Friends,

The University of Washington Housestaff Association has had quite the eventful year. The start of the year proved challenging, with UW Labor Relations setting the tone of negotiations by refusing to bargain after hours, forcing us to leave clinical duties to negotiate our contract. Despite this, we persevered and had our most successful year to date.

UWHA continues to have substantial growth; arguably more in the past year than the prior 6 years combined. As our organization has developed and matured, the importance of establishing institutional memory has become paramount, so that the relationships and knowledge gained each year are not lost on us. With that in mind, just prior to the start of this academic year, we hired our first full-time employee and Executive Director, Brenna Stroup, whose involvement has been paramount to our success this past year. We could not be more grateful for her leadership, insight and compassion. Then, with the support of our members, we were able to hire our second outstanding full-time employee and Associate Director, Enrico Doan, at the start of 2020.

Through the action of our talented members and staff, we have made strides in establishing our presence not only on the UW campus and with other UW unions, but in our local and state communities. We successfully held a week of action culminating in a 15-Minute Unity Break attended by over 500 residents across five separate UW sites to bring awareness to our cause. We sent letters to over 50 UW Medicine donors, submitted a 800-signature petition to UW Medicine in support of a fair contract, presented at four different Board of Regents meetings, and had over 20 news articles published on UWHA, most notably from the Seattle Times and The Nation. The head of Labor Relations said himself that he “has never seen press coverage quite like this before”. We have made trips to the capitol in Olympia and met with numerous local and state elected officials. A recent letter unanimously signed by all members of The Seattle City Council in support of a fair contract for our residents and fellows, demonstrates the incredible impact and talent of our staff and team.

This all speaks volumes to our sense of community here at UWHA, and our residents’ resilience, drive and tenacity. Because of your support and collective action, after 11 months and over 130 hours of bargaining, we were able to win 4 weeks of vacation, 10 professional days per year, increases to our salary, meal and housing stipends, and numerous other benefits that protect and support our members. These benefits should be honored in the coming year, though our battle for salary increases and pay equity is not over. Fortunately, our negotiation team and member support is strong.

MESSAGE FROM THE PRESIDENT

CONTINUED...

While fighting for improvements in our next contract, many members of the Board also worked tirelessly to defend our current contract, filing roughly one grievance every six weeks. This ranged from holding UW accountable in reimbursing members with our bike fund, to ensuring that residents were not double-counted for personal, holiday, or vacation days. Using examples from the UW Emergency Medicine program, we were able to change GME policy across all specialties regarding improving the length of time residents are given notice for their schedules. Most recently, in coordination with our legal team, we succeeded in winning a significant monetary settlement from UW, over failure of UW to pay resident evening and weekend parking. This will result in direct pay-outs to residents including those that have since graduated.

We made improving the wellness of UWHA residents and fellows a top priority. We held over 10 membership engagement events, including a family friendly picnic, happy hours, and another successful Halloween bash. We succeeded in bringing the first of many improvements to food options for residents and fellows at the VA; with special thanks to @VA_hautetray, whose photography skills proved vital to demonstrating the VA's dismal offerings, ultimately leaving the GME speechless. We succeeded in guaranteeing free lodging for Pediatric residents on required away rotations, securing new sleep rooms for Psychiatry residents, and improving current call and lactation rooms across all sites. We fought with GME to ensure residents had access to wellness appointments throughout the year, paired with an obligatory no-questions-asked policy. We continued to support our members financially as well by awarding roughly \$25,000 in research grants and \$50,000 in childcare funding. We held the first ever Resident Wellness Day, during which hundreds of residents and fellows collectively took time to attend their own medical and dental appointments, or even appointments for their children and pets. We plan to continue Resident Wellness Day annually, with hopes that other institutions will follow our lead.

To grow our organization's platform and reach, we focused on expanding our online presence, revamping and launching a new website in addition to increasing our followers on Instagram, Twitter and Facebook by the thousands. We also launched the UWHA texting communication service in order to bring our members crucial updates and need-to-know information quickly. We started weekly tabling sessions at Harborview, UW Medical Center and Seattle Children's Hospital sites to be more accessible to our members. Further building our infrastructure, this year we launched the first UWHA Donation Portal, with plans to improve fundraising and alumni connections moving forward. Additionally, we held our first event with UW medical students, helping to inform students on what to look for in future training programs, while recruiting our own top candidates to our institution.

MESSAGE FROM THE PRESIDENT

CONTINUED...

Last of course, we cannot fail to mention the COVID-19 pandemic. No one could have ever foreseen the impact that COVID-19 would have on our residents and our communities, both locally and globally. With our doctors working on the frontlines, the weaknesses in our training and healthcare systems have become all the more apparent. The importance of sticking together and speaking up for resident rights has truly become a matter of life and death. UWHA has addressed the situation as such, relentlessly pressing GME day and night over protections for our members. When GME's response fell short, UWHA filed a legal demand to bargain conditions for these special circumstances. Additionally, to better support our members in a time of need, we released \$10,000 in emergency childcare funds from UWHA to our members for COVID-19 related closures. UW Housestaff Association has and will continue to fight for our residents to be treated equitably, to have safe working conditions, and the mental health support needed to get through this impossible time.

Reflecting on all that we have accomplished and the rapid growth we've been able to achieve over the past year, it is incredible that our formal organization is only a few years old. It has been an honor to serve as President of the University of Washington Housestaff Association. On behalf of the 2019 - 2020 UWHA Board, thank you for entrusting us to represent you for this past year. We will continue to advocate for you always.

Sincerely,



Kellie Satterfield, MD
President | University of Washington Housestaff Association

PROGRAMS

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

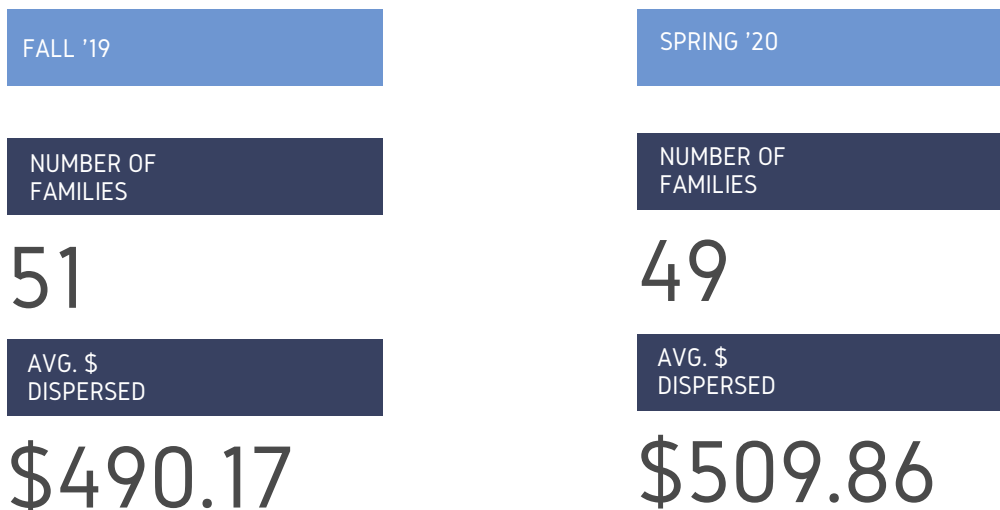
CHILDCARE PROGRAM

The childcare fund provides \$50,000 annually to residents to offset the high cost of childcare in Seattle. Based on eligibility, the lump sum is distributed among eligible residents after stratification (i.e. number of children, age, and number of residents in the family). Half of the fund (\$25,000) is disbursed in the fall, and the remaining \$25,000 is disbursed in the spring.

Moreover, the CBA provides childcare benefits such as discounts on Nanny and Au Pair Search Services, priority enrollment at Bright Horizons, and backup childcare at Bright Horizons and KinderCare. In addition, waitlist fees are partially reimbursed by GME.

Though we are pleased to have won this fund through negotiation during the first contract, this amount is insufficient, as the childcare costs in Seattle are typically at least \$1800/month-- potentially more depending on the number of children and their ages. More assistance is needed to help offset these staggering costs, and UWHA will continue to fight for increased financial support for this fund.

Look for emails each fall and spring with a link to a survey that serves as the application. This benefit is open to all dues-paying union members.



PROGRAMS

CONTINUED...

GRANT PROGRAM

The UWHA Grant Program supports high quality housestaff research and scholarship. Projects include basic, translational, and clinical research. All proposals are reviewed by at least two anonymous reviewers and scored using a common rubric according to five characteristics: Quality, Practicality, Importance, Mentor/Facilities, Budget.

Reviewers receive scoring training to ensure fairness to all applicants and minimize the likelihood of extreme outlier scores.

In 2019, there were 35 submissions. Depending on the requirements of the project, up to \$1,400 was awarded to each grant winner.

UWHA launched the Grant Awardee Spotlight program this year to share the work of awardees via social media.

This benefit is open to all dues-paying union members.

2019-2020

OF
AWARDEES

19

TOTAL
DISBURSED

\$25,000

BIKE FUND PROGRAM

As part of the first contract, UWHA negotiated an annual bike fund for residents and fellows, totaling \$50,000. This includes three separate forms of bicycle benefits:

1. \$25/quarter biking incentive program
2. \$100/year maintenance benefit
3. Free helmet

All UW employees with UPASS' may receive 10% off parts and services at Recycled Cycles, near UWMC.

This benefit is open to all dues-paying union members.

Please Note: When the annual report was published, UW's most recent proposal included termination of this fund. UWHA continues to fight for this program.

2019-2020

POTENTIAL
SAVINGS

\$200+

TOTAL
FUND

\$50,000

GRIEVANCES UPDATE

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

Overnight and Weekend Parking (Settled)

Issue: UWHA Members have been charged for overnight and/or weekend parking, in violation of Article 25.

Result: After almost two years of grieving and debate, UWHA and UW came to a settlement and solution moving forward. All residents and fellows (even those who have since graduated) who were incorrectly charged after 9/28/18 will be reimbursed by the employer. The definition of overnight and weekend parking has been expanded. Overnight is defined as 4:00pm to 8:00am and weekends are defined as 12:01am on Saturday to 11:59pm on Sunday.

Vacation Time (Settled)

Issue: The GME's policy regarding coding of vacation, weekends, and holidays violated the CBA by prevents members from using all of their vacation and sick days since they have to double-count many weekends and holidays that they were not scheduled to work anyway.

Result: After nine months of meetings, UWHA and UW came to a settlement and solution moving forward. Starting July 1, 2020, GME policy will be change to include no more coding of holidays as vacation and/or sick leave when the resident was not scheduled to work, and no more coding of weekends as vacation and/or sick leave when the resident was not scheduled to work.

Emergency Medicine Scheduling (Settled)

Issue: The Emergency Medicine (EM) Department was giving residents less than 30 days notice of their schedules

Result: The EM Department underwent a scheduling program transition that makes scheduling more efficient, allowing more notice for individual schedules.

Sleep Rooms (Ongoing)

Issue: Residents at various hospitals do not have access to a sleep room. This violates the ACGME common program requirements, and also violates the Health and Safety article of the CBA.

Request: The University immediately provide sleep accommodations for residents. Residents shall not be required to take call at these sites until this issue has been rectified by identifying and assigning sleep rooms to all residents

Bike Fund (Ongoing)

Issue: Residents are having reasonable items rejected for reimbursement, not receiving responses for reimbursement.

Request: All improperly rejected claims will be reevaluated; all claims will be reimbursed within one month of the deadline; GME provides deadlines, but if the deadline is missed it will still be considered; UWHA will be given final say on all rejections.

Result: Residents are permitted to send receipts for any maintenance or helmets they did not hear back on or believe they were incorrectly rejected on to GME for second review through the end of the 2019-2020 academic year. Hasn't formally closed.

We have a few grievances that are currently being prepared to file. If you think part of our contract is not being honored, please reach out to admin@uwha.com and let us know. We are able to file grievances due to members sharing violations of the contract with us.

FINANCIAL REPORT

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

UWHA strives to be transparent on the allocation of dues. Please contact us if you have questions or concerns regarding the collection or use of dues. Below are charts detailing expenses for 2019 and 2020 (7/1/19 - 5/28/20). UWHA's fiscal year runs from July 1 through June 30. This year, we have relabeled the categories to better reflect what we do.

Payroll continues to be the most significant expense. UWHA hired its first full-time employee in 2019 and its second in 2020. Despite increased spending in this area, the overall proportion is similar, reflecting the significant increase in overall UWHA work around the contract bargaining process. Our employees are critical to the function of UWHA.

Professional Services are related to our lawyer and accounting services. This expense rose markedly in absolute terms since 2019 but overall has not increased as a proportion of spending, again reflecting overall increased UWHA efforts. Most of this category reflects legal review of contract proposals, escalation strategy, and grievances filed on your behalf.

Advocacy and Social initiatives bring members together across UW's training programs. Expenses include Escalation events, such as the 2020 Wellness Day and 2019 Unity Break, as well as social events for members. Marked growth in proportion reflects the increased efforts by UWHA leadership and members to advocate during this contract year.

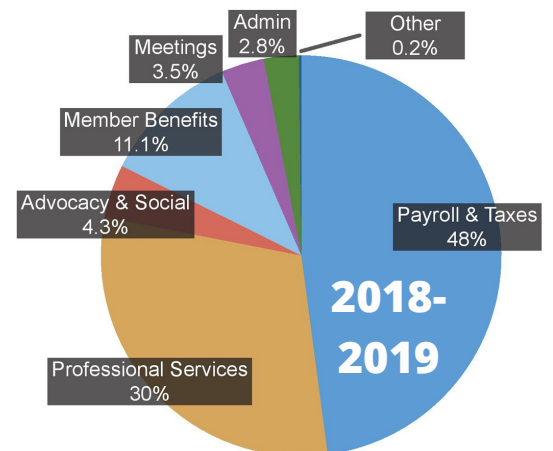
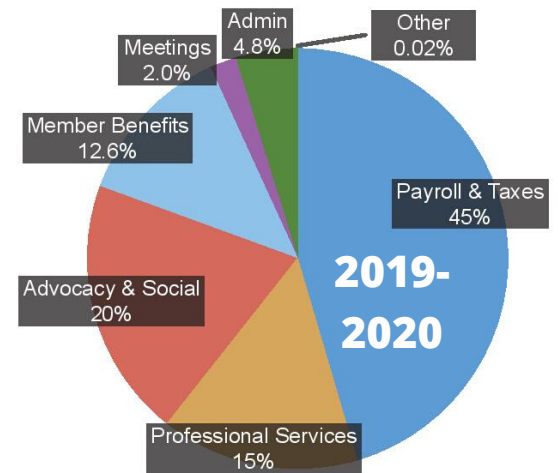
Member Benefits include the grant program, UWHA's supplemental Safe Ride Home program, emergency COVID-19 Childcare, and contract review services. UW, unlike its peers, lacks support of resident research, making resident-driven support of resident research a critical part of UWHA's mission. Other benefits, particularly the Emergency Childcare and Safe Ride Home programs, supplement inadequate benefits from UW.

Meetings are expenses for meals, parking, and resources for internal UWHA board meetings, contract bargaining sessions, meetings with UW GME, and public UWHA meetings to solicit input from our members. Many of these were virtual this year, keeping the overall proportion of expenses low.

Administration expenses include website costs, software platforms, licensing, business taxes, and other related expenses to keep the union operating smoothly.

Other expenses are rare, such as fees which do not fit in other categories.

UWHA's efforts will continue, shifting to membership engagement, a robust grievance program, and political advocacy efforts to advance resident interests before the next contract is bargained in two years.



LEADERSHIP

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

UWHA BOARD ELECTIONS

The 2020-2021 Board Elections closed on May 25, 2020. See the UWHA website for announcements on the incoming board members.

DEPARTMENT REPRESENTATIVES

Each year, UWHA has expanded the Department Representative program to better serve members and plans to improve the program further in the upcoming year. This year, UWHA had 38 representatives from 19 programs (in addition to the 14 Board Members). The department reps are the UWHA's familiar face and a first-line resource for union information, both with vital updates and reminders and soliciting member needs.

2019-2020 Department Representatives

Anesthesia: Jonathan Dang, Sheryl-vi Rico, Jocelyn Wang, Christopher Wiedle

Emergency Medicine: Axel Adams, Chris Luckow, Zach Wettstein

Family Medicine: Jose Carlos Flores-Rodarte

General Surgery: Lovemore Kuzomunhu

Internal Medicine - ID: Gene Bistrika

Internal Medicine - WA: Mallette Asmuth, Vidya Atluri, Nic Baddour, Ryan Johnson, Hasib Yousufzai

Neurology: Victoria Change, Amy Steinberg

Obstetrics and Gynecology: Sanika Gadkari, Jackie Nichols

Ophthalmology: John Davis, Max Scoville

Oral and Maxillofacial Surgery: Rachel Lim, Kanvar Panesar

Orthopaedic Surgery: Ekamjeet Dhillon

Otolaryngology: Harrison Cash, Ricardo Pulido, Grace Wandell

Pathology and Lab Medicine: Ben Bradley, Isaac Miller

Pediatrics: Michael Arenson, Benji Dossetter, Valentine Rae Esposito

Physical Medicine and Rehabilitation: Ashley Eaves

Psychiatry - WA: Tim Kelly, Jesse Paulsen

Radiation Oncology: Molly Havard

Radiology: Mariam Shehata

Urology: Chris Loftus

MEMBERSHIP ENGAGEMENT

At the time this report was published, 81% of represented residents and fellows were dues-paying members of UWHA.

UWHA BOARD AND STAFF BIOS

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION



Kellie Satterfield, President, is a third year Ophthalmology resident. She became President of UWHA because she believes in a better quality of life for medical professionals in training. During her year as President, she oversaw all issues involving residents and fellows at the University. She worked to protect resident rights and improve working conditions, such as sleep rooms and food provided at the VA. She also fought tirelessly alongside our negotiation team, working for a better contract. She plans to continue to advocate for resident rights in her role as Immediate Past President next year.



Brandon Peplinski, President-Elect, is a second year internal medicine resident and general board member. This year he primarily worked on the UWHA actions and escalations team, planning and organizing actions such as the unity break and resident wellness day. Next year he will serve as UWHA president.



Zoe Sansted, Vice President, is a third year resident in family medicine. Her duties include managing the grievance process for several active grievances, contributing to negotiations (specifically regarding pregnancy accommodations, leave, and fringe benefits), day-to-day operations, strategic planning, and membership engagement (specifically, the newsletter and social media). Next year she will be the Chief Resident for Family Medicine. She plans to practice primary care in Seattle.



Kisha Clune, Lead Negotiator, is a fourth year psychiatry resident. This is her second year as Lead Negotiator. She is the chief negotiator in contract bargaining sessions and heads up bargaining preparations and strategy. She acts as a union liaison to the employer and public. Other duties include assisting with grievances and escalation actions. Next year she will practice as a perinatal psychiatrist and psychotherapist in Seattle.



Alex Adami, Treasurer, is a second year internal medicine resident. He is Treasurer of UWHA and serves on the bargaining team, focusing primarily on the research that goes into negotiation preparation and management of UWHA finances.

UWHA BOARD AND STAFF BIOS

CONTINUED...



Lola Mudgistratova, Social Ambassador, is a 3rd year Emergency Medicine resident. Her duties include membership outreach and coordinating events and gathering for the UWHA. This includes our annual Welcome BBQ, board recruitment events, Halloween Party, and many happy hours throughout the year where housestaff can mingle and get questions answered on current UWHA projects and negotiations. In her 4th and final year of residency, she plans on continuing to stay involved in the UWHA.



Nora Li, Secretary, is a 3rd year psychiatry resident. Her duties included helping post for social media and taking notes for various meetings, including negotiations.



Allison Cummings, General Board, is a 2nd year resident in Family Medicine and has been an active member of the union throughout her residency. She had been involved in member engagement and contract negotiations, and is interested in serving as a Board Member for the upcoming academic year.



Hannan Qureshi, General Board, is a PGY-5 Otolaryngology resident at UW. This is his second year on the UWHA board. His projects on the board has included the grant program and assisting with negotiation strategy.



Jordan Urbanek, General Board, has been the representative from Idaho for the past two years. He represents interests for residents located in Boise and helps address situations unique to their location. He has been active in negotiations and supporting his colleagues in Seattle as able. Upon graduating from his psychiatry residency in June 2020 he will be taking a position with the Mayo Clinic.

UWHA BOARD AND STAFF BIOS

CONTINUED...



Kat Jong, General Board, is a fourth year psychiatry resident who has been in UWHA for the last two years, serving as Vice President in 2019 and now as general board member. Before attending medical school she worked in medical education. She is passionate about achieving better working conditions for medical trainees. She has been active in bargaining for a new contract, guiding internal technology projects, growing the UWHA presence on social media, and interfacing with resident groups across the country. Next year she will be practicing telepsychiatry.



Krishna Prabhu, General Board, is a third year internal medicine resident and a general board member. He primarily served as the media relations liaison, helping to publicize the bold public actions of UWHA. He also worked on the escalations team. Next year he will be a hospitalist at Providence Everett Hospital.



Richard Taing, General Board, is an Occupational and Environmental Medicine resident in his last year. He's a part of the negotiation team to advocate for an equitable and reasonable living (focusing on different leave types). He loves traveling and long walks on the beach.



Enrico Doan, Associate Director, is a union organizer, campaign worker, disability rights educator, and climate activist. He brings experience in unionizing campaigns and other workers who have not typically had union representation. Enrico is also an Affiliate Scholar with the UW Disability Studies Program and currently serves as the Advocacy Chair for the 43rd LD Democrats. He is excited to contribute to UWHA's growth by developing membership engagement, inter-union relations, and advocating for policy at all levels of government that will directly improve hardworking residents' labor rights.



Brenna Stroup, Executive Director, oversees long-term strategy and management of day-to-day activities of the union. Before joining UWHA, Brenna has done field organizing on various campaigns and progressive issues, and worked in government relations for a national nonprofit in DC. Her experience organizing her last workplace, catapulted her passion for labor organizing and motivated her move back to Seattle. Brenna does this work because she believes as a public institution, UW should be an accessible training center for all potential residents.

WEINGARTEN RIGHTS

UNIVERSITY OF WASHINGTON HOUSESTAFF ASSOCIATION

You have the right to union representation at investigatory interviews. Investigatory interviews occur when a supervisor questions an employee to determine a basis for discipline or to allow an employee to defend his or her actions. If an employee suspects the results of the interview may lead to disciplinary actions, he or she may invoke his or her Weingarten rights. These rights are upheld by the US Supreme Court. During an investigatory interview the following rules apply:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions.”

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options. The employer must: Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or Deny the request and end the interview immediately; or Give the employee a choice of: (1) having the interview without representation or (2) ending the interview.

Rule 3: If the supervisor denies the request for union representation and continues to ask questions, he or she commits an unfair labor practice and the employee has the right to refuse to answer. The supervisor cannot discipline the employee for such a refusal.

