

# WOW!

## We knew things were bad with MNA/ NNU's handpicked and installed representatives, but wow!

With everything we hear about the lack of experience, follow up, and retaliatory measures by the newly "anointed" leadership, we thought it was important to educate everyone on what your rights are as union members and your right to a "duty of fair representation."

## What is the "duty of fair representation"?

MNA/NNU has the duty to represent you under the law. They cannot refuse to process a grievance because you have criticized MNA/NNU or because they just don't feel like handling it, or because they are "too busy."

*Since MNA/NNU alleges that they are your union and that they represent you, they have a legal duty to represent you whether you are a union member or not. They cannot discourage your union activities by discriminating against you for your support of UMPNC or expressing any of your dissenting views.*

The **hostility** and delays you are experiencing from the new representatives are simply wrong. **We really want to hear from you.** To share your story, go to UMPNC.org, and under "Member Business" tab you can fill out a "BEHAVIOR/REPRESENTATION TRACKING FORM" or send an email to [independentumpnc@gmail.com](mailto:independentumpnc@gmail.com).

Please keep reaching out and sharing these stories with us!