

What are Weingarten Rights?

In 1975, the Supreme Court established that Unionized employees have the right to have a union representative present during any investigation by a supervisor when the employee has reason to believe that discipline or other adverse consequences may result from what he or she says. This right is commonly referred to as "Weingarten Rights".

What is an investigation interview?

An investigation is when a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct.

How will I know if I am called for an interview which may lead to discipline?

The Auburn Education Association has bargained an additional right for employees: the right to be informed that the meeting may lead to discipline and that you are entitled to representation.

The Auburn School District or building administrator will call or email the employee and inform them they have a right to representation. In order for an employee to gain the right of union representation, **employees must take the step of requesting representation**. Once representation is requested the district will schedule a meeting with the employee when their union representative is available.

Who should I ask to represent me?

Once an administrator informs an employee of his/her right to union representation, **that is a warning that that the allegation is serious** and the employee **needs** representation. At this point, an employee should call the Association President, **Elaine Hogg**, at 253-670-8801. If the Association President is unavailable, an employee should call **Debbie Bickert**, our Uniserv staff person, at the Puget Sound UniServ Council office 253-852-2002.

What if they are not available?

Inform the administrator that you are requesting union representation and you are waiting for a return call from him/her. Your Association President will return your call as soon as possible. You are allowed to have the person of your choice represent you (building rep, AEA Pres) and are not obligated to have a member who your administrator chooses. No investigation will take place until appropriate representation is available. |

IN DOUBT??

CALL YOUR ASSOCIATION
PRESIDENT!



What action do I take as a building representative if a member asks me to represent them?

Ask the member if he/she believes that the meeting may lead to discipline. If the member believes that discipline may occur based upon what is said, have the member call the Association president, **Elaine Hogg**, at 253-804-6010 or cell 253-670-8801.

My building administrator wants me to be present while questioning of an employee takes place. What should I do?

Let your building administrator know that you need to call the Auburn Education Association President before any meeting occurs. The employee has the right to request representation and the person of their choosing. If the meeting may lead to discipline, the Association President should be the person to attend.

All of our staff members have a great relationship with our building administrator. Is union representation really needed?

If a building administrator notifies an employee that they have a right to representation, the employee needs to understand the allegation is **serious**. No employee should ever waive their right to have experienced union representation available when notified by their administrator.

Is there ever a time when union representation is not necessary nor a right?

During the normal course of day-to-day interactions and conversations; such as giving instructions, training or correction of work techniques, employees would not need to have union representation.

What is my role when representing a member? You have right to:

1. Be informed by the supervisor of the subject matter of the interview.
2. Take careful notes. Write verbatim what each person asks/answers.
3. Ask clarifying questions to make sure that you understood what is being asked and answered
4. Give employee advice on how to answer a question (which must be truthful). You cannot tell them to not answer a question-they can be disciplined for refusing to answer questions.
5. Provide additional information to supervisor at end of questioning.
6. Send original meeting notes to your Association President ASAP who will contact you for more info.