



Weingarten Rights

The Right to have Union Representation



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”.

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 the employee in 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.

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.

Once an employee is notified of the need for representation, such representation will occur within a reasonable period of time. No investigation will take place until appropriate representation is available.



Questions and Answers

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.

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?

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.