



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 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.