

Weingarten Rights

If you are asked to attend a meeting which you feel may end up in disciplinary action, or if a meeting you are in turns accusatory, you have the legal right to stop participating in the meeting immediately and to ask for an Association representative to be present before the meeting continues.

Sometimes you meet with your administrators in very non-formal circumstances - whether they stop by your classrooms or even meet you while walking around campus. At other times, we are asked more formally to meet with them.

Whether formal or informal, if at any time, you feel as if the meeting is turning accusatory or disciplinary, **invoke your Weingarten Rights.**

Tell the administrator that you are respectfully invoking your Weingarten Rights to have an Association Representative present at the meeting before the meeting continues.

Further state that you will no longer participate in the meeting until you have had time to confer with a rep and until an Association rep can be present at the meeting.

“If this discussion could in any way lead to my being disciplined I respectfully request that my Association representative be present.”

The administrator may continue the meeting, and while you should remain there until excused by the administrator (to avoid being insubordinate) you are under no legal obligation to speak or to answer any questions put to you.

What you should do in such a circumstance is remain quiet, take notes on what is being said and done by the administrator, and ***do not respond or react to anything that is said.***

While this is not easy to do, it is in your best interests to do so. Immediately after you are excused from the meeting, contact your VTA representative. In addition, **do not discuss the meeting with anyone besides your VTA rep and do not make any public statements regarding the matter.**

. In addition, you will be receiving a card in your mailbox that can fit into your wallet which has a statement you can read to your administrator if needed regarding these rights.

KNOW YOUR RIGHTS!