**CAUSE ADVISORY**

**Do You Know Your Rights ?**

**Weingraten Rights: Your Right to Representation.**

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CUSD Faculty & Support Staff,

Last week, the Union learned that the CUSD, motivated by administrative mistakes related to a confidential matter, was conducting unorthodox investigations and interviews of District staff and faculty.  As a result, several CUSD employees were pulled from their classrooms and students **in the middle of the work day and without any prior notification**.  On by one, those employees were forced to endure interviews that were characterized as "very intimidating", "unprofessional", "confusing & hostile."  When our colleagues responses did not please Human Resource Director, Diana Zapata and her administrative team, the District would then press on with an "intense cross examination" where "the same question might be asked 6, 7, or 8 different ways."

Prior to these interviews, neither the Human Resource Director, the Superintendent, nor the District's lawyers made any effort to inform District staff/faculty or the Union that they were entitled to representation.  Instead, our colleagues were effectively denied representation and required to undergo very stressful interviews; **alone**.

Moving forward, CAUSE Leadership wants to remind ALL District faculty and staff...

 **YOU ARE ENTITLED TO REPRESENTATION**.

**"Weingarten Rights" [***see attached***]**

If you are directed into a meeting where the topics could lead to any form of discipline, or if you are simply uncomfortable with the direction of a meeting or even conversation, you have a right to request representation.  You also have a right to request confirmation upon the topic/s of the meeting prior to engaging in meetings with administration.

Although in such cases, you simply need to verbally inform District Leadership that you request a Union representative immediately, CAUSE leadership strongly encourages you to put that request in writing for the purposes of documenting said request.   Depending on the District's response, you may be compelled to repeat this request several times.  In absence of representation, you are entitled to either contact us directly or repeat your request until the District responds appropriately.

If you are interested in better understanding these rights, we have attached a summary of the legal provisions governing these rights (known as **WIENGARTEN RIGHTS**).

Please feel free to contact us with any questions, concerns, or similar experiences.

    ~ CAUSE Leadership

**\* C.A.U.S.E. - Yes We Can ! \***