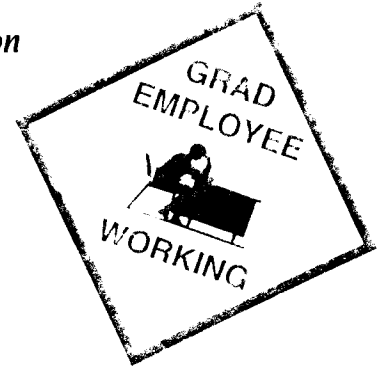


this “contract fact of the month” is brought to you by the folks at your union

Do you know your Weingarten rights?

(No, it’s not about beer gardens)



“Weingarten rights” refers to a 1975 U.S. Supreme Court case. In short, here’s what it means:

If you feel that a meeting is investigatory, it’s your right to have a department steward or other union representative present.

❖ *What does “investigatory” mean?*

“Investigatory” means you are asked questions about an incident or issue, and your answers may be used as part of the basis for discipline or dismissal.

❖ *What is “discipline or dismissal”?*

“Dismissal” is being fired or not re-hired for the upcoming semester or academic year. “Discipline” can be anything from a letter in your personnel file to involuntary re-assignment to docking your pay.

❖ *What if the meeting has already started, and then I realize as it progresses that it is investigatory?*

You have the right to ask that the meeting stop until a union steward or representative can attend. Your request cannot legally be refused.

*Questions? Concerns? Contact your department steward or the TAA office at:
Teaching Assistants’ Association (AFT Local 3220)
254 West Gilman Street (corner of State & Gilman)
Madison, WI 53703 * (608) 256-4375 * taa@taa-madison.org*

