

# Your Rights at Work

## Weingarten Rights

An employee has a right to be represented during an investigatory interview. A supervisor or human resources representative normally conducts this interview. Should you be called into such an interview, you should immediately request your Union to be present. This includes emailed investigation requests, telephone interviews as well as face to face meetings.

## Seven Standards of Just Cause

SPEEA contracts are clear that all discipline of a represented employee meet the Standards of Just Cause:

1. Was the employee aware of the rule and the consequences of violating that rule?
2. Was the employer's rule or order reasonably related to efficient and safe operations?
3. Did management investigate before administering discipline?
4. Was the investigation fair and objective?
5. Did the investigation produce substantial evidence of proof of guilt?
6. Were the rules, orders, and penalties applied evenhandedly and without discrimination?
7. Was the penalty reasonably related to the seriousness of the offense and the past record?

## Action

If someone is called into an investigatory meeting, they should **immediately** request a SPEEA Council Representative be present **prior** to answering any questions. This includes emailed investigation requests, telephone interviews as well as face to face meetings.

A response to any request or circumstance is:

"I am respectfully invoking my Weingarten Rights and am requesting to have my Council Representative present prior to answering any of your questions. Please let me know how you want to proceed."



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