



PALOMAR COLLEGE

COUNCIL OF CLASSIFIED EMPLOYEES
AMERICAN FEDERATION OF TEACHERS LOCAL #4522

CLASSIFIED CONNECTIONS

KNOW YOUR RIGHTS

By Dan Dryden



Did you know that as an employee represented by a union, you have rights that afford you certain

protections in your workplace. While some of these protections are fairly obvious, like your right to work in a safe environment, there are some that you are probably not aware of. I'd like to talk about one of those lesser known rights. Your Weingarten Rights. If you haven't heard of them, don't feel bad. Most employees haven't, or at least don't know them by name. Never the less, your Weingarten Rights can be critical in certain situations and you need to know what they are, when they can be used and how to invoke them.

Weingarten Rights: What Are They?

In 1975, the case of NLRB v. J. Weingarten, Inc. was heard by the Supreme Court. The Court decided to uphold a National Labor

Relations Board (NLRB) decision that stated, employees have the right to union representation at investigatory interviews. These rights have become known as the **Weingarten Rights**.

Weingarten Rights: When To Use Them.

While your employer may allow an employee to have union representation during many meetings and under many circumstances, your Weingarten Rights only apply to a specific situation. Weingarten Rights are only recognized if you are called into an investigatory interview. If your employer calls you into a meeting to investigate something about you or a co-worker, the rights apply.

Weingarten Rights: How To Invoke Them.

In the event you need use your Weingarten Rights, you'll need to make sure you follow some important rules, handed down by the Supreme Court.

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

has done something wrong before a career is ruined. And yes, sometimes that means that even bad employees are protected. But, the truth is that bad workers are usually protected by management that hasn't put in the time or effort to document properly. It is the union's duty is to make sure that ALL employees receive fair and equal representation, that the District has proof and has followed the agreed upon process.

If belief in this misconception as stopped you from becoming a union member, please reconsider. Unions give workers a voice on the job about safety, security, pay, benefits—and about the best ways to get the work done.

This is your union and your voice.

Get involved!



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Rule 2: After the employee makes the request, the employer must choose from among three options. The employer must: grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; deny the request and end the interview immediately; or give the employee a choice of having the interview without representation or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has the right to refuse to answer. The employer may not discipline the employee for such a refusal.

While it's hoped that you never need to utilize your Weingarten Rights, it's important that you know they exist and are for your protection. Should you ever need to invoke them, your CCE/AFT Grievance Officers will be right there, by your side, to ensure that your rights are adhered to and your contract upheld.

WHY UNION?

By Suzanne Szames

One of the most common misconception about Unions is they only protect bad workers. The Classified Staff and the District have a contract and it is the CCE's job to ensure that the contract is followed for everyone. And that means everyone in the unit: young or old, popular employee or pariah, and even whether or not they belong to the union. Without a union or a bargain contract, US law considers all workers "at will" employees that can legally be fired at any time and for no reason. Only a bargained contract gives you the same due process rights at work that are afforded to you as a citizen generally.

Our contract requires that the District has to prove just cause to fire or discipline you. Just cause means that the District needs to have convincing proof that an employee

Upcoming Officer Elections

Many thanks to Teri Amavisca, Anne Delgado, Monika Forest, Aaron Hudson, and Michelle Tucker for volunteering to sit on the Election Committee. They will be taking nominations at a membership meeting on April 5th from 1:00-2:00pm in MD-157.

The following positions will be open for nomination

- Assistant Vice-President (2-year term)
- Assistant Grievance Officer (2-year term)
- Treasurer (2-year term)
- Stewards (1-year term) - *Not fewer than three (3)*

The Classified Staff has many articulate, professional, thoughtful employees that possess a spirit of advocacy and can be of great benefit to the unit.

Please consider running for office.

You can make a difference.

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BE IN THE KNOW...

The new winter holiday schedule has been released. These are benefits that the union has negotiated on your behalf!

2012-13	2013-14	2014-15	
Monday 12/24	Tuesday 12/24	Wednesday 12/24	Local holiday
Tuesday 12/25	Wednesday 12/25	Thursday 12/25	Christmas Day
Wednesday 12/26	Thursday 12/26	Friday 12/26	Admissions Day
Thursday 12/27	Friday 12/27	Monday 12/29	Added Board Holiday
Friday 12/28	Monday 12/30	Tuesday 12/30	Added Board Holiday
Monday 12/31	Tuesday 12/31	Wednesday 12/31	Local Holiday
Tuesday 1/1	Wednesday 1/1	Thursday 1/1	New Year's Day

CHEW ON THIS...

Linguine and Shrimp *from the kitchen of Dan Dryden*

This pasta is really simple and quick. Perfect for after work and will only run you about \$3 bucks per serving.

I know the Italian dressing thing seems weird, but trust me, it works!

- 1lb. linguine
- ½ c. Italian dressing
- ½ tbsp. Balsamic vinegar
- ½ lb. small bay shrimp
- 1 each medium yellow squash, zucchini and carrot, julienne strips
- 3 green onions, roughly chopped
- 1 clove garlic, minced
- ¼ c. chopped parsley
- 2 tsp. grated lemon peel
- 1 tsp. salt
- Dash of cayenne pepper

Boil the linguine to al dente and drain. In a medium skillet, heat the Italian dressing. Add remaining ingredients, except linguine. Cook and stir 8-10 mins. Add linguine; toss and garnish with shredded Parmesan and fresh parsley. Serves 4 - 5.



Do you like our new logo?
 Congratulations to Alonna Farrar for winning
 our logo design contest!

Thank you to all of the talented staff who participated!

