

**CCA Report**  
**By Tom Greenwood, CCA President**

Dear Faculty,

We want to remind all faculty of their **Weingarten Rights**.

“If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation.

When the employee makes the request for a union representative to be present management has three options:

(1) it can stop questioning until the representation arrives

(2) it can call off the interview or,

(3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to union representation (an option the employee should always refuse).”

Weingarten Rights cover meetings with deans, vice-presidents, the president, and investigators. You are encouraged to take a union representative with you to any meeting you reasonably believe may involve “discipline or other adverse consequences”. You are encouraged to interrupt any meeting that isn’t going the way you thought it would and say, “I am invoking my Weingarten Rights and I request union representation.” It’s rather like those police procedurals when the suspect asks for an attorney and everything has to stop until the attorney arrives.

You want to make sure to contact your CCA Campus Representative. To find your representative, please go to our revised CCA website at [www.kccdcca.com](http://www.kccdcca.com) and click on the "Your CCA Campus Representatives" link.

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