

THE MORE YOU KNOW

PART-TIME FACULTY ASSOCIATION

WHAT IS WEINGARTEN?

Weingarten is your legal right to have a PTFA representative present in any discussions that could lead to disciplinary action. But, why would you want representation present?

1. PTFA officers are well versed in the contract and can ensure any action taken is within your rights.
2. A neutral party can keep a cool head, encourage respectful discourse, and help seek resolution.
3. Representation can help reduce miscommunication.

THE MORE YOU KNOW

... about your Weingarten Rights

Diane Hunsaker, our VP of Professional Relations, has helped a number of faculty navigate being brought up for disciplinary action. She feels clear communication by both parties is key to seeking an equitable resolution, which doesn't always happen in these situations. It's better to ask for assistance too early rather than too late.

If at any time you are contacted by a supervisor and suspect it is for disciplinary action, you should reach out to Diane with your personal email at

PTFARelationsLBCC@gmail.com. She is well versed in the contract, will take no action without your consent, and respects your need for confidentiality.

You should also request a written statement from your dean, asking for the following:

- What is the dean's concern?
- What is the dean's expectation of change?
- What is the dean's time frame for improvement?
- How will the dean measure your improvement?

REQUEST A WRITTEN STATEMENT:

WHAT IS THE DEAN'S CONCERN?

WHAT IS THE DEAN'S EXPECTATION OF CHANGE?

WHAT IS THE TIME FRAME FOR IMPROVEMENT?

HOW WILL IMPROVEMENT BE MEASURED?

CONTRACT SUMMARY: ARTICLE 19 – DISCIPLINE AND DISCHARGE

- A. You have the right to Association representation in any meeting that is, or could lead to disciplinary action.
- B. Any formal discipline made against you must be provided to you in writing.
- C. Before a final determination of disciplinary action is made, you must be given the opportunity to respond.
- D. You have the right to acknowledge any formal disciplinary documents placed in your personnel file.
- E. You have the legal right to Association representation during investigatory interviews or discussions that you believe might result in disciplinary action.

Have a topic you'd like to see in an upcoming edition? Email your president at PTFAPresidentLBCC@gmail.com or visit www.linnbenton.edu/PTFA