

Red Flag Moments

There are moments in the life of an education employee that should cause concern and “raise red flags” for a school employee before participating in a meeting with a building administrator or supervisor. Many times school employees will acquiesce to questioning without association representation. That is not a wise decision. The following list of phrases and situations commonly occur. When faced with the situation and phrases listed, members should take it as a silent signal that it is time to find the first available association representative. Check out the phraseology!



- ✓ **You may need a building rep when** a building administrator says, “I just want to talk to you for a minute.” And then...
 - * You walk in to the office and the parent and principal are seated on the same side of the table.
 - * There are two district administrators or even the Superintendent in the office to meet with you and they didn’t bother to tell you what the meeting was about
- ✓ **You may need a building rep when** the administrator starts getting “hot under the collar” with you and you’re alone.
- ✓ **You may need a building rep when** the building administrator says, “I’ve had some parent complaints about you.”
- ✓ **You may need a building rep when** the building administrator says, “I have some concerns we need to talk about.”
- ✓ **You may need a building rep when** the building administrator says, “There are some rumors in the community about you that we need to discuss.”
- ✓ **You DEFINITELY NEED a building rep when** the building administrator says, “Do you want a building rep?” **THE ANSWER IS ALWAYS, “YES!”** If a building administrator is offering representation before the meeting takes place, the member must take it as a clue that the meeting is not going to be a happy event.
- ✓ **You DEFINITELY need a building rep when** the building administrator uses the following words in the course of a meeting: ***discipline, termination, employment status, or negative evaluation.***
- ✓ Know your Weingarten Rights – Employee’s right to union representation.

What to say if management asks questions that could lead to discipline:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions.”