

*know your rights*

# KNOW YOUR RIGHTS

State and Federal Law have determined that public employees, including employees of the University of California are entitled to dues process and representation rights.

**SKELLY RIGHT:** California Supreme Court ruled that UC employees are entitled to "pre-disciplinary hearings". Employees must be given a written notice of the proposed disciplinary action, including a statement of the proposed discipline, the effective dates of the proposed discipline, the reasons for the discipline, the specific policy or rule violated, and statement advising the employee of their right to respond orally or in writing.

**WEINGARTEN RIGHT:** The Supreme Court ruled that employees are entitled to have a union representative present when supervisors ask for information that might be used as a basis for discipline. Management has no obligation to tell employees of this right, so employees **MUST** ask for union representation before the meeting. It is also recommended that the request be put in writing and that the employee keep a copy.

**CUE**

*Coalition of University Employees*

814 Morena Blvd. Suite 206  
San Diego, CA 92110-2632  
619.296.4937 (p) 619.296.6108 (f)  
[www.cuesd.net](http://www.cuesd.net) [info@cuesd.net](mailto:info@cuesd.net)

