



FAIRFAX EDUCATION UNIONS

YOUR UNION

RIGHTS



*I hope workers
don't know
their rights...*

*Weingarten. Just
Cause. Grievances:
What the boss doesn't
want you to know...*

WEINGARTEN RIGHTS

If you are facing an investigatory meeting with management that you believe could lead to discipline:

1. You have the right to have a union steward or union representative present.
2. If you want representation, you must request their presence to your manager.
3. If you do not know why your manager wants to meet with you, ask if it is a meeting that could result in discipline.
4. If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over, call your steward immediately.
5. You have the right to speak privately with your steward before the meeting and during the meeting.
6. Your steward has the right to play an active role in the meeting. A representative is not just a witness.

Repeat Word-For-Word:

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

JUST CAUSE

This is the first K-12 collective bargaining agreement in Virginia to codify Just Cause protections for discipline and dismissal. Now, discipline must be applied fairly and consistently for all staff.

Just Cause protections mean:

- FCPS must have a valid, justifiable reason to discipline or terminate an employee's job, rather than being able to do so at will.
- Requires FCPS to demonstrate that discipline or termination was fair and reasonable, often involving a process of notice and opportunity to correct issues before dismissal.

GRIEVANCE PROCEDURE

You have a formalized grievance procedure to ensure that rights afforded to FCPS workers under the contract are enforceable. If you feel your contract or rights were violated by management, talk to your shop Steward. If contract rights were violated, your steward can assist you with filing a grievance to fight and ensure that your rights are respected.

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