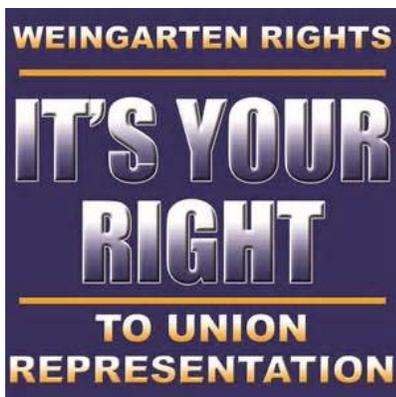


Your Weingarten Rights as a Union Member

By Mark Anderson

A National Labor Relations Board regulation says that employees have a right to union representation at investigatory interviews. This regulation was upheld in a 1975 Supreme Court ruling in *NLRB v. Weingarten*, thus the term “Weingarten Rights” is commonly used.

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.

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

- grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- deny the request and end the

interview immediately; or give the employee a clear choice between having the interview continue without representation (an option the employee should always refuse), or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal. The following is an example of a statement which an employee can either read aloud or present to management on a card prior to a meeting with management where the employee believes that discipline or termination may result:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

A Teacher’s Story—The Contraption Contest

By Andrew Thill and Maryann Volmert

One of the challenges Mary Jansen faces at Valley View Elementary is how to engineer challenging and creative learning experiences for the 48 GATE kids on her campus. Last year Jansen, the teaching and learning

coach, shepherded her enrichment group through one such experience – The Contraption Contest.

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Upcoming Dates

10/11 Executive Board Meeting (Northview)

10/20 DUSD Board Meeting

10/25 Representative Council (Northview; Open to all members)

Prop 55 Links

DUEA has made a joint resolution with the district and school board to support Prop.55. Here are some links to CTA to help inform you’re your speaking points you may wish with people you know.

Yes on Prop.55 – CTA
www.cta.org/CEHCP

Frequently Asked Questions About Prop. 55

goo.gl/yXMNPm

Help Our Children Thrive, Vote YES on Proposition 55!

goo.gl/quEsgX

A teacher's story cont.

According to the Duarte Unified School District website the contest consisted of, "teams of students ranging from elementary through high school, designing a contraption...to sharpen a pencil." The competition was inspired by the designs of cartoonist Rube Goldberg.

The contest, in its initial year, relied on the efforts of teachers to get students involved. To facilitate the process at her site Jansen organized her students into nine teams. She taught the key foundational skills at play in a Rube Goldberg machine including energy transfer, designing simple machines and effectively using force in a reaction.

"(The teams) sketched out what each step would be, focusing on the final step. They needed enough force behind that final step to have a working contraption," Jansen states.

In addition to engineering and science standards Jansen also taught her students the value of collaboration.

According to Jansen, "The students had to learn patience and to work together and compromise on a team of 5-6 people, including taking turns and letting everyone have a say. They learned to assert themselves and to speak up when they had an idea. They learned that although they had a job to accomplish, the process of

working on that job was just as important as the final outcome."

In addition to leading teams of students through the contraption contest Duarte teachers also served as judges in the competition. Krystie Lekrone and Kathy Covert of Royal Oaks took leadership roles in assessing the work of students across



the district. Other schools that participated included teams from Andres Duarte Elementary and Northview Intermediate.

Lekrone and Covert state, ". "The children were so articulate in explaining their contraptions. The students were purposeful in the creation stage and their creativity was endless. They showed very expansive thinking."

The efforts of Jansen and her students did not go unnoticed by the community. Jansen notes, "Parents

were just as excited as the students about the Contraption Contest. Parents were able to see the contraptions at Open House night and it was beautiful chaos in room 15!"

Jansen has plans to challenge her students with a series of STEM competitions this year.

Open Arms

By Cynthia Slane

This year is filled with many changes, and some of us will be asked to say goodbye to a group of people we consider to be our school family. For those of you who are choosing to continue your career at DUSD, please know that we are thrilled to have you, and we, DUEA members, are waiting to greet you with open arms at your new school site. In addition, we understand that change can be uncomfortable at times; however, you are not alone as your DUEA representatives can be a great source of support for you during this time of change. As for our friends who are choosing to retire or to leave the district, we wish you well as you spread your wings to begin a new adventure outside of DUSD.