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Frequently Asked Question #4

(Excerpts from: CVCEO Agreement,
CVCEO By-Laws & Labor Law)



Right to Representation

CVCEO By-Laws

- [Any employee](#) may request representation when called to a meeting with their supervisor (s) on topics that may eventually lead to disciplinary action.

CVCEO Agreement

11.8 Unit members administratively transferred shall be given notice as soon as administratively practical and be entitled to a personal conference with a Human Resources Administrator upon written request except when such a conference would negatively affect the efficient operation of the District. [Unit members are entitled to representation at this meeting.](#)

Center for Labor Education & Research

Weingarten Rights:

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 representation](#). Management is not required to inform the employee of his/her *Weingarten* rights; **it is the employee's responsibility to know and request.**

Contact a CVCEO Executive Board Member for Questions

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