



Know Your Rights!

The Right to AAUP-KSU representation and Due Process when Facing Sanctions

As defined in the *Collective Bargaining Agreement*, Article VIII, Section 1 (p. 34), a sanction is a “documented corrective action in response to a Faculty member’s unsatisfactory performance of his/her duties and responsibilities as a member of the Faculty.”

There are detailed procedures laid out that the University must follow if it wants to pursue sanctions against a Faculty member (see CBA, Article VIII, Sections 1-4). **Unless these procedures are followed, any documented corrective action (including warning emails and letters) is an illicit sanction.**

- If you believe that an illicit sanction has been leveled against you, contact AAUP-KSU to discuss filing a grievance.

According to Article VIII Section 2.A (p. 34) of the *Collective Bargaining Agreement*, if an administrative officer raises the possibility of imposing a sanction, the administrative officer will immediately:

- notify the affected Faculty member in writing of his or her due process rights as provided in the Agreement and
- notify the affected Faculty member in writing that he or she may be assisted by a designated representative of the AAUP-KSU in any further meetings with the administrative officer concerning the matter (emphasis added).

To request assistance when facing sanctions for cause, or if you believe that your due process rights have been violated or that a sanction imposed is unreasonable, contact AAUP-KSU (330-673-9118).

Note that under the Weingarten rule (established by a Supreme Court ruling in the case of NLRB v. J. Weingarten Inc) you also have the right to union representation if you have a reasonable belief that you have been summonsed to a meeting with an administrator where you may be asked to defend or explain your conduct or that adverse consequences to you may result from what you say.

- If you believe that you need AAUP-KSU representation at an investigatory interview or that your Weingarten rights have been violated, contact AAUP-KSU (330-673-9118).