

WHEN DO YOU HAVE THE RIGHT TO A TAUP REP?

If you are called to a meeting with administration, your knowledge of your contractual rights, and those of management, may affect your future at Temple. You should be aware of certain critical facts before you attend any meeting with your dean or other administrators.

- **If you are concerned that the meeting may lead to disciplinary action**, ask for a TAUP rep to go with you. The TAUP-TU contract states that:

“... a bargaining unit member may ask for, and shall have the right to have, a TAUP representative present whenever he or she is asked to participate in an investigatory interview which the member reasonably believes may result in disciplinary action or dismissal.”

- If management asks you to a meeting, **you must attend**, and you must answer questions.
- **Before the meeting, however, you should ask management if you can - bring a TAUP rep.** If they say “no,” you should ask “why not?” Ask if this meeting could lead to disciplinary action. Ask for their answer in writing; an email is OK.
- **MANAGEMENT HAS NO OBLIGATION TO TELL YOU that you can have a TAUP rep present.** You are expected to know you have that right in certain circumstances.
- **TAKE RESPONSIBILITY** to ask for a TAUP rep, ask questions before the meeting, and judge the situation for yourself.
- When you go to such a meeting, you may interrupt it to ask for a TAUP rep. If you feel ambushed, confused, unprepared, and/or start to get emotional, you should immediately ask for a TAUP rep. Again, if management says “no,” ask “why not?” And follow up by asking about possible discipline.
- Contact TAUP prior to the meeting, during the meeting if you can, or as soon as possible afterward. Call us at 215-763-2287 or 1-7641. Email us at taupaft@aol.com. Come to our office in Barton Hall A231 (best to call first), which is open from 8:30 to 5:30 on weekdays.
- Your rep’s role is to advise you, make sure the contract is followed, and to be a witness who records what happens. The rep is not your advocate to the administration in the meeting.
- When you do have a rep at a meeting, you must still answer questions. Management may use your answers or your silence as they see fit.
- But you are best served in such meetings when you **know your rights**. TAUP is here to help you with that.

For more information on your rights and examples of situations in which to ask for a TAUP representative, go to [Your Right to a TAUP Representative](#) on the TAUP website.

Temple Association of University Professionals
1900 N 13th Street 009-00
Barton Hall Room A231
Philadelphia PA 19122-6013
Phone: 215.763.2287
Fax: 215.204.7645
taupaft@aol.com
www.taup.org

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