



OHAP BULLETIN

8/5/2025



JOB BIDS:

OH - 4651	General Utility	1 Req.	\$36.645	2nd	Chassis
OH - 4652	Team Leader – Weld Tear Down	1 Req.	\$1.50 above	2nd	Body

UPDATES:

SECURITY: On July 30, 2025 our members were subjected to a random lunchbox / bag search. The Union was not notified of this. The Union has since filed a policy grievance to get answers. While Security is allowed to conduct random searches, the way this was handled led to what we (the Union structure) believe to be a violation of our members Weingarten Rights. Please know and understand your Weingarten Rights.

Weingarten Rights: The Weingarten Right is a right derived from the Supreme Court's 1975 Weingarten decision where the court recognized Union employees' rights to representation at investigatory interviews.

The Right to Request Representation During an Investigatory Interview:

Among the rights protected by Section 7 is the right of employees, upon request, to have their representative present during an interview that the employee reasonably believes could lead to discipline. This right was first articulated by the Supreme Court in the case, *NLRB v. J. Weingarten, Inc.* In that case, the Court found that Section 7 of the NLRA protects employees who refuse to submit to certain interviews without a requested representative present. While under current Board law, only union-represented employees have this right, the NLRB General Counsel is asking the Board to return to its previous rule that all employees have the right, whether represented by a union or not.

An employee's requested representative, which may be a union steward, business agent or officer, or fellow employee, is often referred to as a "Weingarten representative." Weingarten representatives are entitled to provide advice and active assistance to employees during investigatory interviews. Employees' right to request their representatives are frequently referred to as "Weingarten rights."

Employers violate the NLRA if they proceed with an investigatory interview while refusing an employee's request or retaliating against them for making the request. Depending on the circumstances of each case, the Board may order that the employer cease and desist, post a remedial notice, require the employer to repeat the interview with a union member present, or rescind and remedy discipline resulting from a Weingarten violation.

This statement could save your job:

If this discussion could in any way lead to me being disciplined or terminated, I respectfully request that my Union Rep be present at the meeting before I answer any questions. Without representation present, I choose not to respond to any questions or statements.

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ORDER BANK: P – 1,427 / VN – 5,954 / H – 1,416

Department to Department: D2D sign up, this week. Go to OHAP web page or here is the link (<https://azureford.sharepoint.com/sites/ohap04/SitePages/Home.aspx>)

GOLF OUTING: We would like to thank everyone that came out to golf and/or volunteer at our annual Save Our Children Golf Outing! It was a great success and donations raised \$6000 more than last year for a grand total of \$17,160 this year. We hope to make it even bigger and better next year so start getting your teams ready!

AA Meetings: Starting Tuesday August 5th at 5:30pm there will be an AA meeting at the Union Hall. Any members that need support with alcohol and/ or drugs are invited to attend. For questions, please reach out to Terry Camacho at (440) 990-4465 or stop by and see him in the garage. Terry would like to assist members on their path to sobriety. Completely anonymous, no judgement, just help!

SOCIAL: Please see below flyers for upcoming event details:

