

WEINGARTEN RIGHTS

Your right to Union representation during an investigatory interview

Union-represented employees have the right, upon request, to have a Union representative present during an interview when the employee reasonably believes the questioning could lead to discipline or another adverse job consequence.

IF YOU THINK DISCIPLINE MAY RESULT, SAY:

"I am requesting Union representation. I do not want to answer investigatory questions until my Union representative is present."

WHEN THE RIGHT APPLIES

- A supervisor or management representative is questioning you.
- The questioning concerns your conduct, performance, or another matter being investigated.
- You reasonably believe your answers could lead to discipline, discharge, demotion, or another adverse consequence.
- You request Union representation. Management generally is not required to remind you of this right.

IF MANAGEMENT DENIES THE REQUEST

Once you make a valid request, management may:

- Grant the request and delay questioning until a representative is available;
- End the interview; or
- Offer you the choice of continuing without representation or ending the interview.

WHAT YOUR UNION REPRESENTATIVE MAY DO

- Receive information about the subject matter of the interview.
- Speak privately with you before questioning begins.
- Ask management to clarify questions.
- Provide advice and active assistance during the interview.
- Provide additional relevant information after questioning.
- Object to badgering, intimidating, or offensive questioning, while not disrupting a legitimate investigation.

IMPORTANT

- You do not have to use the words "Weingarten Rights." A clear request for Union representation is enough.
- If a meeting starts as routine but becomes investigatory, request representation as soon as that change becomes apparent.
- A meeting used only to announce discipline already decided is generally not an investigatory interview, unless questioning begins that could lead to additional discipline.

REMEMBER: REQUEST REPRESENTATION BEFORE ANSWERING INVESTIGATORY QUESTIONS.

If you are unsure whether a meeting could lead to discipline, ask for a Union representative.