

WEINGARTEN RIGHTS

The U.S. Supreme Court has ruled that union-represented employees have the right to ask for a union representative during questioning by a supervisor, security personnel or manager if the answers to those questions could reasonably result in discipline or discharge. These rights are called Weingarten rights.

If you are called to an interview of this nature, you must tell the employer that you want a union representative right before or during the interview. The employer does not have to remind you of this right.

If the employer refuses your request and continues to question you, you can refuse to answer. The employer may be guilty of violating labor law and you should consult with your union representative ASAP.



KNOW YOUR RIGHTS

REQUEST UNION REPRESENTATION

As soon as the employer contacts you to ask questions about a matter that you think could result in your discipline or discharge, request union representation.

Here's what to say to the employer to request your union representative and preserve your rights:

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or steward be present at the meeting. Without representation, I choose not to answer any questions.



KNOW YOUR RIGHTS



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