

# You Have **RIGHTS!**

## **WHO** has Weingarten Rights?

**Any member of a bargaining unit where a union is the certified representative.**

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## **WHAT** are my Weingarten Rights?

If you are called into a meeting with any management representative and have reason to believe that disciplinary action may result, read them your Weingarten 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 or steward be present at this meeting. Without representation, I choose not to answer questions.**



## **HOW** do I proceed?

- 1. Ask your supervisor if you might be disciplined as a result of the meeting.**

If your supervisor says "no," ask for a written statement to that effect. If your supervisor provides such a written statement, you must participate in the meeting.

If your supervisor does not provide the written statement, read your supervisor your Weingarten Rights and request representation. If your supervisor denies you representation because no discipline will result from the meeting, note that guarantee on paper along with the date and time, *remain for the meeting*, continue taking notes, and afterward immediately contact your steward or union representative.

- 2. If your supervisor says you might be disciplined but will not allow you to have a union representative present, stop talking.**

Read your Weingarten rights to your supervisor again. Stay in the room until excused. Take notes. Don't answer questions. Confirm your willingness to answer questions after your union representative arrives and you've had a chance to consult privately with your union representative.

If, upon hearing your Weingarten Rights, your supervisor ends the meeting, immediately contact your union representative.