KNOW YOUR RIGHTS

Weingarten Rights: Your Right to Union Representation

In an investigatory interview or a meeting where an employee has a reasonable belief that discipline or other adverse consequences may result from what they say, the employee has the right to request union representation. When the employee makes the request for a union representative to be present, management has three options:

1. **It can stop questioning until the representation arrives;**
2. **It can call off the interview; or,**
3. **It can tell the employee that it will call off the interview unless the employee voluntarily gives up their rights to union representation (an option the employee should always refuse).**

> ***"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 be present."***

CTA CALIFORNIA TEACHERS ASSOCIATION