

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.”