

# WEINGARTEN RIGHTS

## WHEN TO BRING UNION REPRESENTATION

**You have the right to have a union representative at any meeting or investigatory interview with a supervisor or administrator that you reasonably believe might lead to discipline.** These are called your **Weingarten Rights**, named after a 1975 U.S. Supreme Court decision. Your supervisor does not have to notify you of your right to union representation — **you must assert your Weingarten Rights.** This applies to everyone who is covered under a union contract.

## ATTENDING MEETINGS

**If you are told to attend a meeting with your supervisor, ask what the topic will be.** If it sounds to you as if it might lead to discipline, contact your union and ask for a representative to accompany you. **Or, if you are in a meeting with your supervisor and the direction turns toward reprimand,** say that you would like to reschedule the meeting to allow you to have a union rep present. If the supervisor refuses, explain that you prefer not to answer questions, but that you will if directly ordered to do so.

**KNOW YOUR RIGHTS**

## YOUR WEINGARTEN RIGHTS

If called to a meeting with management, read the following or present this card to management when the meeting begins.

**If this discussion could in any way lead to my being disciplined, terminated, or could affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Until my representative arrives, I choose not to participate in this discussion.**

## WHAT IS DISCIPLINE?

Discipline might include a written reprimand, a demotion, an unpaid suspension from work, or termination.

If you have a problem on the job or you see a violation of your union contract, contact your local union representative or shop steward.

For more information, visit [www.nlrb.gov](http://www.nlrb.gov).

