

UNION MEMBERS RIGHTS

THE EMPLOYEE'S RIGHT TO UNION REPRESENTATION WHEN QUESTIONED BY MANAGEMENT

Union members are entitled to union representation if they are questioned by management. This right was made possible by the National Labor Relations Act.

These representation rights are formally known as the **Weingarten Rights**:

- When a supervisor or other member of management questions an employee about a matter involving his/her work or a workplace event, the employee may have a right to union representation.
- If the employee reasonably believes, at any time before or during the interview, that the questions may lead to discipline or other adverse job change, the employee should tell the employer representative that he/she wants union representation.
- **The employer is not required by law to offer to call a union steward. The employee must make the request.**
- When such a request is made, the interviewer should not begin or continue until the steward or other union representative is present. When the steward or representative arrives, the employee has a right to confer with him/her prior to meeting with the supervisor. The steward or representative may counsel the employee during the interview.
- The employer may decline to proceed with the interview with the union representative present and take disciplinary action without an interview.
- If the employer does not allow the employee to have representation the union may file an unfair labor practice charge.

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or union representative be present at the meeting.

Without representation,
I choose not to answer any questions.

*(This is my right under a
Supreme Court decision called Weingarten.)*



Si esta discusión por alguna razón nos conduce a que yo sea disciplinado o despedido, o esto afecte mis condiciones personales de trabajo, yo pido que mi delegado o representante sindical esté presente en la sesión. Sin dicha representación, Yo elijo no contestar ninguna pregunta.

*(Este es mi derecho bajo la decisión de la Suprema Corte,
llamada Weingarten.)*



Please contact the union office at **1-800-535-2752** if you have any questions on any of the information listed above.