

WEINGARTEN RIGHTS

YOU HAVE A RIGHT TO UNION REPRESENTATION

If you are called into a meeting with management and you believe that the discussion could, in any way, lead to you being disciplined or terminated, or affect your personal working conditions – then you have a right to union representation.

This is called your Weingarten Rights.

If you are called in to a meeting like this by management, it is your right to state the following to your manager:

“I, respectfully, request that my union representative, officer, or shop steward be present at the meeting. Without representation, I choose not to answer any questions.

“This is my right under a U.S. Supreme Court decision called Weingarten.”

Does your Employer have to advise you of your Weingarten Rights?

No. Management does not have to advise you of your Weingarten Rights; however, once you ask for a union representative they must allow one to be present. If your Employer does not stop the meeting and allow you a union representative, you DO NOT have to answer any questions.

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