

## WEINGARTEN RIGHTS

***Read this word-for-word to your supervisor:***

“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, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.”



As an employee of a unionized workplace, you have the right to union representation at any meeting or discussion with supervisors or other managers that could lead to any disciplinary action (including being fired) or changes to your working conditions.

Your employer is under no obligation to tell you about your Weingarten rights. Also, they don't automatically apply—you have to ask for your representative. You can invoke your Weingarten rights before or during the meeting.

As soon as you invoke your Weingarten rights during a meeting, the meeting stops and your employer has to either 1) grant the request and delay the rest of the meeting until your union rep arrives or 2) deny the request and end the meeting immediately. If they deny your request but keep asking questions, they have committed an unfair labor practice and you then have the right to refuse to answer.

You cannot be punished for invoking your Weingarten rights, and you cannot be punished for refusing to answer their questions if they deny you representation.