



Your Union Representation (Weingarten) Rights

1

If you are ever called into a meeting with supervisors on a matter that might adversely affect your employment, you have representation rights.

2

If you do not know why your manager wants a meeting, ask if it may result in discipline or corrective action (i.e., investigation or performance review).

3

You have the right to have a Union Steward present. If you want a steward, you must request one. You have the right to call for a steward in the middle of a meeting if you realize it may result in discipline.

4

You may request a specific steward. If your preferred steward is unavailable, you may ask for the meeting to be rescheduled, within reason.

5

You have the right to speak privately with your steward before and during the meeting.

6

Your steward has the right to play an active role in the meeting. They are not just a witness.

7

If your manager refuses to allow a steward or to reschedule, repeat your request in front of a witness. Don't refuse to attend the meeting, but don't answer any questions, either. Take notes. When the meeting is over, call your steward at once.