YOUR *RIGHTS* TO –
UNION REPRESENTATION

Printed below are the Weingarten Rules, or more plainly stated, your LEGAL RIGHTS to UNION REPRESENTATION. If you believe that a discussion with management, at any time before or during the discussion, could possibly result in disciplinary action against you, *now or in the future*, the following information applies. If you have ANY problem exercising your rights with management, this should be *reported immediately to your Steward.*

Weingarten Rules

Under the U.S. Supreme Court's Weingarten decision, when an investigatory interview occurs, the following rules apply:

Rule 1: The employee *MUST* make a "*CLEAR REQUEST*", (such as, *"I WANT UNION REPRESENTATION BEFORE WE CONTINUE"*) for UNION REPRESENTATION before or during the interview. The employee *CANNOT* be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options. The employer must either:

a. Grant the request and delay questioning until the Union Representative arrives and has a chance to consult privately with the employee; or

b. Grant the request and end the interview immediately; or

c. Give the employee a choice of: (1) having the interview without representation (*DO NOT ACCEPT THIS OPTION!*); or (2) ending the interview.

Rule 3: If the employer denies the request for Union Representation, and continues to ask questions, *it* (your employer) *COMMITS an UNFAIR LABOR PRACTICE* and the employee has the *RIGHT TO REFUSE TO ANSWER*. The employer may *NOT* discipline the employee for such a refusal.

IF IN DOUBT, ASK FOR UNION REPRESENTATION