

## Educating Your Co-Workers on Weingarten Rights

If called to an investigatory interview with management that could lead to discipline, read the following to management or present the card before the meeting starts:

***“If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without union representation, I choose not to participate in this discussion.”***

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

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## Workers’ Rights in Weingarten Situations

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Members have the right to request union representation before or at any point during an investigatory meeting with management. Members cannot be disciplined for making this request.

Members should say:

***“If there’s any chance this discussion could lead to discipline, I’d like to have my union representative present.***

***Without representation, I choose not to answer questions. These are my Weingarten rights.”***

After the member makes the request for representation, any attempt by management to continue asking questions is illegal until the steward arrives.

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

1. Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee.
2. Deny the request and end the interview immediately.

3. Give the employee a choice of (1) having the interview without representation or (2) ending the interview.

If the employer denies the request for union representation and continues questioning the member, this is considered an **unfair labor practice** (violation of labor law). [Note: If you work under the RLA and have a Weingarten clause in your contract, this would be considered a contract violation.]

## YOU HAVE RIGHTS!

**If a supervisor or other management/security representative requests an investigatory meeting with you and if you have reasonable cause to believe that such meeting may result in disciplinary action, including a warning, you have the right to request Union representation.**

Contact your local for Weingarten Rights cards to distribute to your co-workers or check the CWA Steward's Web Portal.

You should take the following actions if a supervisor or other management/security representative desires to meet with you.