



# KNOW YOUR Weingarten Rights

## When to bring a union representative

> **You have the right to have a union representative** at any meeting or investigatory interview with a supervisor or administrator that you reasonably believe might lead to discipline. These are called your Weingarten Rights, named after a 1975 U.S. Supreme Court decision. Your supervisor does not have to notify you of your right to union representation — you must assert your Weingarten Rights. This applies to everyone who works in a unionized child care center, school, college or university, whether public or private.

## What is discipline?

> **Discipline might include** a written reprimand, a demotion, an unpaid suspension from work, or termination.

## Attending meetings

> **If you are told to attend a meeting with your supervisor, ask what the topic will be.** If it sounds to you as if it might lead to discipline, contact your union and ask for a representative to accompany you. Or, if you are in a meeting with your supervisor and the direction turns toward reprimand, say that you would like to reschedule the meeting to allow you to have a union rep present. If the supervisor refuses, explain that you prefer not to answer questions, but that you will if directly ordered to do so.

## To assert your Weingarten Rights, say:

“ If this discussion could in any way lead to my being disciplined, terminated, or could affect my personal working conditions, I respectfully request that my union representative be present. ”

**If you have a problem on the job or you see a violation of your union contract,** contact your site representative or local grievance officer. If you think you have a legal problem, contact your local union leaders immediately.