

Yes, You Have Rights!

If you are called into a meeting with any management representative and have reason to believe that disciplinary action may result, read them your **Weingarten Rights**.

My Weingarten Rights!

“If this discussion could in any way lead to discipline, termination of my employment or working conditions, then I respectfully, request that my union representative or steward be present at this meeting.”

In 1975,

The US Supreme Court ruled, in the **Weingarten Decision**, that an employee is entitled to have a union representative present during any interview which may result in his or her discipline. It is up to *you* to insist on union representation. If you fail to do so, you could waive your right.

DO THE FOLLOWING:

1. **Ask your supervisor if you could be disciplined as a result of the interview.**
If he/she says “no”, ask them to express that in a written statement. If he/she provides you with such a statement, you must participate in the interview. **If not**, read him your **Weingarten Rights**, by law, your employer must immediately cease the meeting, inform you to contact your union and ask no more questions. It is your responsibility to ask for union representation and to contact the union.
2. If he/she says you might be disciplined but will not allow you to have a union representative present, read him your **Weingarten Rights**, remain in the room, take notes and do not respond to any questions. Afterwards, contact your union representative, immediately. If he allows your union representative to be present, you should participate in the interview.



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