



# What should I do if called to a meeting with management?

## Weingarten Rights

**The US Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors or other managerial staff.**

An investigatory interview occurs if management questions you to obtain information and you have a reasonable belief that your answers could be used as a basis for discipline or other adverse action. **You may ask for union representation either at the beginning or during the interview.** Management does not have to remind you of this right. **If your request is refused and management continues asking questions, you may refuse to answer questions.** A refusal to allow an employee to use their Weingarten rights is an unfair labor practice.

- ▶ Inform management that “if my responses could lead to me being disciplined, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions.”
- ▶ After making a Weingarten request, the interrogator must either 1). Stop questioning and call the requested representative; 2). End the interview; or 3). Offer the choice of continuing without representation or ending the interview.
- ▶ A union steward does NOT function as a silent witness during interviews. They can advise you on how to respond to particular questions and they can object to questions that are perceived as harassing. They also insure that the meeting is conducted in a fair and non-threatening manner, and that any discipline is fair according to the collective bargaining contract.
- ▶ If management tells you that “things will be easier without representation” it is a violation. It is illegal to coerce an employee into abandoning their Weingarten rights.
- ▶ If management conducts a telephone interview or asks you to “write down” what happened you MAY still refuse to answer questions until you consult with your steward.
- ▶ If management questions you about another worker suspected of misconduct you may still request union representation IF you believe you will be discipline for knowing about the misconduct and not reporting it.

**For further questions please contact your union representative**