

KNOW YOUR RIGHTS WEINGARTEN 101



You and your co-workers have the right to union representation when management is questioning you and you reasonably believe you could face discipline.

Invoke your WEINGARTEN RIGHTS to make it clear to your employer that you would like your Teamsters 856 representative or shop steward to be present in any investigatory meeting that could lead to discipline.

WEINGARTEN RIGHTS FACTS

- ▶ The right to union representation applies to an investigatory interview. An investigatory interview is when management asks an employee questions to obtain information that could be used as a basis for discipline or to defend his or her conduct.
- ▶ Employees must ask for union representation. The employer does not have to offer it.
- ▶ If management denies an employee union representation, the employee can refuse to answer questions.

During the investigatory interview, your shop steward and Local 856 representative have the right to:

- ▶ Know the reason and subject of the interview ahead of time;
- ▶ Talk with you privately;
- ▶ Speak and provide additional helpful information.

WEINGARTEN RIGHTS VIOLATIONS

- ▶ If your employer denies your request for representation and continues to ask you questions, that is unlawful. If this happens, let your Teamsters 856 representative or shop steward know immediately.
- ▶ If your employer disciplines you for refusing to answer questions after denying you union representation, that is unlawful. Please let your Teamsters 856 representative or shop steward know, so they can help you file an unfair labor practice charge and a grievance.

Use this statement to invoke your WEINGARTEN RIGHTS:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Teamsters 856 shop steward, representative or union officer be present at this meeting. Without representation, I refuse to answer any questions."