

**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 ...**

### **Weingarten Statement**

“If the discussion I am being asked to enter could in any way lead to my discipline or termination or impact my personal working conditions, I ask that a union steward, representative or officer be present. Unless I have this union representation, I respectfully choose not to participate in this discussion.”

In 1975, the 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 may waive your rights.

Do the following:

- Ask your supervisor if you might be disciplined as a result of the interview.
- If he says, "NO," ask for a written statement to that effect.
- If he gives you such a statement, you must participate in the interview.
- If not, read him your Weingarten rights, remain for the meeting, take notes, and afterwards immediately contact your union representative.
- If he says you might be disciplined but will not allow you to have a union representative present, read him your Weingarten rights, stay 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.

<http://www.cwa1038.org/PDF/weingarten.pdf>