

KNOW YOUR RIGHTS

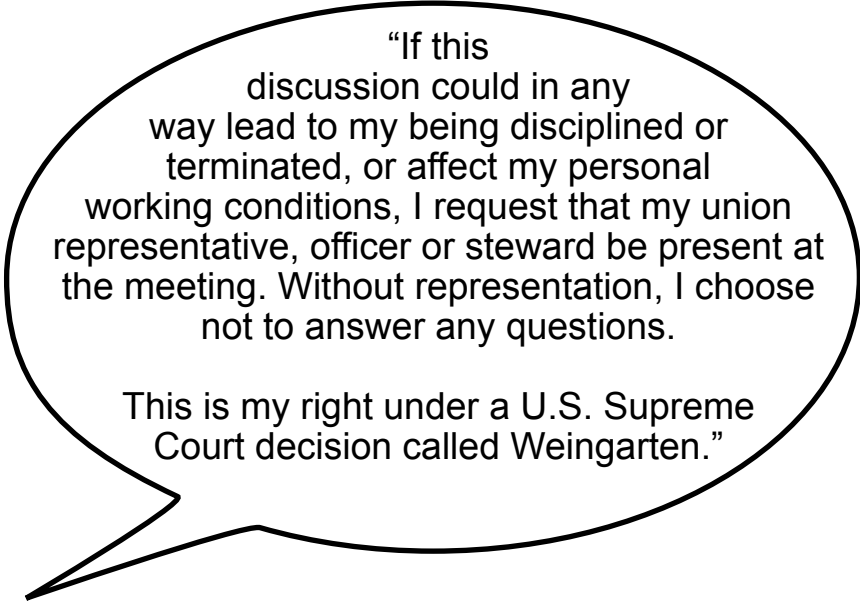
(and make sure your co-workers do, too!)

If you are meeting with a management representative --your supervisor, the head of your department, or a member of Human Resources, for example-- and you have reason to believe that disciplinary action against you may result, you have the right to have a steward present during this meeting. Read the statement below to the management representative, and contact your steward immediately.

You must ask for union representation either before or during such a meeting. 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. Your employer is guilty of an Unfair Labor Practice and charges may be filed.

read this statement to management:



“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative, officer or steward be present at the meeting. Without representation, I choose not to answer any questions.

This is my right under a U.S. Supreme Court decision called Weingarten.”

What role do stewards play at the meeting?

- They should take the worker aside for a private pre-interview
- They should take notes during the interview. Record who was there and what was said.
- They can speak up and advocate for the member during the interview
- They can ask the management representative to clarify questions
- They can meet privately (“caucus”) with the worker during the interview before answering questions
- They can advise the worker how to answer questions
- They can and should object if the worker is being badgered