

# Weingarten Rights

Under Federal and State law, you have the right to Union representation when you are called in for disciplinary review. To get Union representation, however, you must have a reasonable belief that you will be disciplined as a result of the interview, and you **MUST REQUEST** that your Union representative be present. You are also entitled to know what the meeting is about, and you are entitled to consult with your Union representative before the meeting begins. ***If you are called in for such an interview, read the statement on the back of this card to management.***

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my Union representative or steward be present at the meeting. Until my representative arrives, I choose not to participate in this discussion. This is my right under a U.S. Supreme Court decision called Weingarten.”

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