



LEGAL RIGHTS AND RESPONSIBILITIES

WEINGARTEN RIGHTS/STATEMENT

"I request to have a union representative present on my behalf during the meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a union representative present, I will refuse to answer accusatory questions and any questions I believe may lead to discipline."

RULE 1

The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

RULE 2

After the employee makes the request, the employer must choose from three options:

- Grant the request and delay questioning until union representation arrives and has a chance to consult privately with the employee
- Deny the request and end the interview immediately
- Give the employee a choice of having the interview without representation or ending the interview

RULE 3

If the employer denies the request for union representation and continues to ask questions, the employer commits an unfair labor practice and the employee has the right to refuse to answer. The employer may not discipline the employee for such refusal.