

What are Weingarten Rights



I WANT YOU TO KNOW YOUR RIGHTS

How do you know if you are being investigated?

If management asks you about why you missed work, **YOU ARE BEING INVESTIGATED!**

If management asks you about stationary events, **YOU ARE BEING INVESTIGATED!**

If management asks you about why you deviated from your routes line of travel, **YOU ARE BEING INVESTIGATED!**

If management asks you about why you worked unauthorized overtime, **YOU ARE BEING INVESTIGATED!**

NEVER go into the office without first requesting a union steward.

We are stronger together than we are on our own! Always ask for a union Representative!

Weingarten Rights are your rights to union Representation during an investigative interview.

If you believe you are being investigated by Management, **ASK FOR A STEWARD!** Unlike Miranda rights, management does not have to Inform you of your right to representation. You Must request a union representative.

Once you request a steward, management has three options:

1. Grant the request and delay questioning until the union rep arrives
2. Deny the request and end the interview.
3. Give the employee a clear choice between having the interview without representation, or ending the interview

