

Weingarten Rights

If you are in a possible disciplinary situation
the following could save your job!

What is an Investigatory Meeting?

Occurs when management questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his conduct.

Usually relates to subjects such as:

- Poor work performance
- Violation of work procedure
- Insubordination/poor attitude
- Violation of safety rules
- Theft/fraud/falsification of records
- Absenteeism/lateness
- Drinking/drugs

Know Your Rights

Anytime you are questioned by a supervisor where you believe discipline may result or notes are kept by the supervisor you have the right to:

- 1) To have a Union rep/officer/steward present
- 2) If you want a Union rep/officer steward/officer you must ask. If you do not know why your manager wants to meet with you, ask if the meeting could result in discipline
- 3) If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. After the meeting is over, call your Union at once.
- 4) You have the right to speak privately with your Union rep/officer/steward before and/or during the meeting.
- 5) Your Union rep/officer/steward has the right to play an active role in the meeting.