



TEAMSTERS LOCAL 767

WEINGARTEN RIGHTS

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

Know your Rights

Weingarten Rights:

Your Right to Union Representation

You have the right to union representation if you are called to a meeting with management that could lead to discipline

Weingarten rights were won in a 1975 Supreme Court decision with these basic guidelines:

You must make a clear request for union representation either before or during the interview. Managers do not have to inform employees of their rights.

Management cannot retaliate against an employee requesting representation.

Management must delay questioning until the union steward arrives.

It is against Federal Law for management to deny an employee's request for a steward and continue with an interrogation. In this case, an employee can refuse to answer management's questions