

The Weingarten Decision: Know Your Rights!

In 1975, the U.S. Supreme Court ruled that you have the right to have union representation in any potentially disciplinary meeting with your employer.

- You have the right to union representation during any interview you reasonably believe might result in discipline.
- You can ask for a representative at any time during the meeting.
- You have the right to know the topic of the meeting.
- You have the right to consult with your representative before the meeting and at any time during the meeting.
- Your union representative may assist you during the meeting.

You can say:

“If this discussion could in any way lead to my being disciplined, I request that my union representative be present. Without representation, I choose not to participate in this discussion. This is my right under the United States Supreme Court Weingarten decision, 1975.”

If your Weingarten Rights are violated:

- Repeat your request for representation.
- You do not need to say anything at all other than requesting representation. You do not need to answer any questions or make any statements.
- Stay in the room and take careful notes.
- Contact AFT 2121 as soon as possible.