



IAM
LOCAL 774

#KnowYourRights



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, OFFICER, OR STEWARD BE PRESENT. UNTIL MY REPRESENTATIVE ARRIVES, I CHOOSE NOT TO PARTICIPATE IN THIS DISCUSSION.”

LL774.ORG



A UNION FOR ALL

More Info





WEINGARTEN RIGHTS

Your Right to Representation in an Investigatory Interview

<https://www.nlr.gov/about-nlr/rights-we-protect/your-rights/weingarten-rights>

WHEN THESE RIGHTS APPLY

You have Weingarten Rights only when all are true:

- A supervisor or manager is questioning you
- The meeting is part of an investigation
- You reasonably believe the meeting could lead to discipline
- You request a union representative

HOW TO INVOKE YOUR RIGHTS

I request my union representative.

I will not answer questions until they are present.

YOUR REPRESENTATIVE MAY

- Join the meeting
- Ask for clarification
- Speak privately with you
- Provide information
- Object to improper or intimidating questions
- Serve as a witness

YOUR EMPLOYER MAY NOT

- Continue questioning after you request representation
- Punish you for asking
- Force you to proceed alone
- Deny your chosen representative without good reason

IF YOU REQUEST REPRESENTATION, THE EMPLOYER MUST

Choose **one** of the following:

1. **Grant** the request and delay the interview
2. **End** the interview
3. Offer you a choice:
 - Continue **without** representation
 - Or **end** the interview

If they continue questioning after denying your request, it is an **unfair labor practice**.

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