

Weingarten Rights

The Right to Representation

If you are ever called into an interview meeting with your supervisor/administrator so they can investigate a situation which might result in discipline, you have specific representational rights.

These rights are summarized below:

1. You have the right to have an Association representative present.
2. If you want an Association representative there, you must ask for him or her.
3. If you do not know why your supervisor wants to meet with you, ask him/her if it is a meeting that could result in a discipline.
4. If your supervisor refuses to allow you to bring an Association representative, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over call your Association representative at once.
5. You have the right to speak privately with your representative before the meeting and during the meeting.
6. Your representative has the right to play an active role in the meeting. She or he is not just witness.

This statement could save your job:

“If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my Association representative be present at the meeting. Without representation present, I choose not to respond to any questions or statements.”