Weingarten Rights:
Union Representation at Investigative Interviews

If you are a union member and only if you are a union member,
you have a right to have union representation at any interview or
meeting that could lead to disciplinary action against you. The
Supreme Court case of National Labor Relations Board v.
Weingarten, decided in 1975, established this basic entitlement
and the procedures for when and how union reps may participate
in interviews. Collectively, these rules are referred to as
“Weingarten rights.”

If you find yourself in this situation, say something like the following:
“If this discussion could in any way lead to my being disciplined or
terminated, or affect my personal working conditions, I request
that my steward or union officer be present at the meeting.
Without representation, I choose not to answer any questions.”

If you are accused of a serious criminal act (child abuse, fraud,
stealing, etc.) and you are a union member, immediately contact
your Faculty Association Representative, you are entitled to an
attorney referral. Do not talk to anyone about the allegations – not
even the police - until you have legal representation. Keep notes
of any significant events (and potential witnesses) to the
allegation(s) and/or investigation.

For assistance, contact any of your Site Reps or Executive Board
members.

You can also contact our CTA Rep: Andrew Oman @ (805)345-8691