

## 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**