

Know Your Weingarten Rights

What to do if you are called in by management



Employees have the right to representation where there are reasonable grounds to believe the discussion may lead to disciplinary action. The employee must request representation. If Union representation is denied, attend the meeting but say nothing, except to repeat your request for Union representation.

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Employees have a right to Union representation at meetings with management where there are reasonable grounds to believe the discussion may result in disciplinary action. Follow these steps in order to fully protect yourself and your rights:

1. Inquire as to the purpose of the meeting.
2. If the purpose relates to anything that could lead to disciplinary action, insist upon Union representation. **You must request representation. It is not the obligation of the Employer to arrange this. You can make this request DURING the meeting if it becomes clear that the meeting may reasonably lead to disciplinary action.**
3. If Union representation is denied, attend the meeting but say nothing, except to repeat your request for Union representation.
4. If you are granted Union representation, insist upon the opportunity to consult with your Union representative first, in private and in confidence.
5. The employee may not insist that a particular Union representative be present. Nor may the Union be obstructive during the interview. The Union is there to assist the employee and protect against improper or unfair questioning.
6. When the meeting is over, the employee and the Union representative should prepare their own report of what happened at the meeting.
7. If you have been denied Union representation or have been disciplined, notify your Union immediately.
8. Do not sign any documents or forms unless and until you have consulted with your Union.

