

Before You Are Questioned



Know Your Rights!

Weingarten Rights

Your Right to Union Representation is one of the most important benefits of Union membership. You have a right to have a Union Representative present during investigatory interviews by supervisors and other managerial staff (including QA).

An investigatory interview occurs if:

- 1) Management questions you to obtain information and
- 2) You have a reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

You must ask for Union representation either at the beginning of or during the interview. Management does not have to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an Unfair Labor Practice and charges may be filed.

I Request Union Representation. If you are called to a meeting with management remember the following:

If my responses to your questions could lead to my being disciplined or terminated, or adversely affect my personal working conditions, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions.

Don't sign your job away. If you are given anything to sign that you do not agree with, remember to print after your name: *Signed Under Protest.*

There are time limits to file a grievance after an incident that violates your rights under the Collective Bargaining Agreement. Talk to your Shop Steward as soon as possible.