



## WEINGARTEN RIGHTS STATEMENT

Unionized employees have the right to representation in investigatory interviews. An investigatory interview is any conversation where a supervisor or management official asks you questions about a matter that you believe could lead toward disciplinary action. It's up to you to recognize what's going on and ask for representation. Invoke your Weingarten Rights (*NLRB v. Weingarten*) by saying:

*"I am concerned that this discussion could lead to disciplinary action being taken against me or affect my personal working conditions. I request that my AFSCME representative be present at this meeting. Without representation, I choose not to answer any questions."*

Under our contract, management has the responsibility to notify you of your rights to representation if any formal discipline is involved. It is recommended that you avail yourself of those rights by contacting your steward before the meeting proceeds.