



Weingarten Rights: If ever you should be confronted by an administrator and you think, even remotely, that you might be in a situation that will eventually lead to a disciplinary action, you may enact your Weingarten Rights. The name comes from a 1975 Supreme Court ruling which said that it is illegal for an employer to deny an employee's request for a union representative to be present at an interview or meeting which could result in any sort of disciplinary action. The following rules tell you how to access those rights.

Rule 1: *You must make a clear request for union representation before or during the interview or meeting. If you believe this interview could lead to discipline somewhere down the road, or that's the way the meeting begins to unfold, you should immediately tell the individual conducting the meeting (presumably a supervisor or someone in authority over you) that you want to suspend the meeting until you can have a union representative present.*

Rule 2: *The supervisor must either: grant the request and wait until a union representative can be present; deny the request and continue the interview; or give the employee the choice of having the interview without representation or ending the interview. We strongly advise that you do **NOT CONTINUE** without representation.*

Rule 3: *You have the right to refuse to answer questions **IF THE SUPERVISOR DENIES THE REQUEST AND CONTINUES THE INTERVIEW**, but you **MUST** sit there until the supervisor terminates the interview. In this circumstance, we advise you to take notes.*

Once you have contacted and consulted a union representative, you will be advised on how to proceed.

REMEMBER: the

only way to assure that your rights are protected is to make a clear request for representation at any point at which you believe the meeting could lead to disciplinary action. If you have any questions, concerns, etc., please don't hesitate to call Brooke Styche at the BTA office, or Peter Goode and Keith Caldwell at BHS.