



Here's some things you need to know about...

YOUR WEINGARTEN RIGHTS

Know your right to union representation when interviewed by management in matters of discipline.

Weingarten Rights

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting.



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Wallet-sized cards are available from AFT Local 243

If you are called to a meeting with your supervisor (your manager), you must go. Failure to attend that meeting could be construed as "insubordination" and could get you in real trouble. If you suspect or know that the meeting involves a potential for discipline, reprimand, or could lead to a change in your personal working conditions or in you being terminated, then you have the right by federal law and state statute to be accompanied by a witness. It could be anyone but your union representative brings experience and familiarity with the process. Let your supervisor know that you want a union representative at the meeting...(use the statement in the quotation marks, highlighted in yellow, above.) If you are already in the meeting, ask to terminate the meeting and re-schedule (if the supervisor refuses, make note of that and get in touch with your union representative.)

If you know what specific issue or event the meeting is about, then take some time and do the following: First, get in touch with your union representative. Second, gather all the relevant documents that you may have and messages (text, emails, etc) that were exchanged, and make hard copies and keep them in a file. Third, construct a timeline - what happened, on what day and date, at what time? what was said to you, and what was the tone of that interaction. The timeline will help you to think through things and to keep your story straight over time (note that your supervisor may try to trip you up or will exploit differences in how you tell your version of the events.) Fourth, if you have colleagues or co-workers who are willing to corroborate your version of events, talk to them, ask for their support - if you can get that support in writing, do so. And fifth, keep talking to and keeping your union representative informed.

Questions? contact Luke Matthews at aft243prez@gmail.com

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