



A Union of Professionals

RIGHT TO REPRESENTATION

As a union member, you have *Weingarten* rights during investigatory interviews. An investigatory interview occurs when a supervisor questions you to obtain information which could be used as a basis for discipline or asks you to defend your conduct. Sometimes you will not be told in advance that the meeting may lead to discipline.

If you have a reasonable belief that discipline or other adverse consequences may result from what you say, you have the right to request union representation. Management is not required to inform you of your *Weingarten* rights; it is your responsibility to know and request. Management cannot choose which representative you use to represent you, or schedule an appointment for a time when your representative of choice is not available. Only the District Representative, or the Federation President should be representing you in a disciplinary hearing. You can call the Federation Office at 732-442-7788, or email Donna Tarza or Pat Paradiso.

When you make the request for a union representative to be present management has three options:

- (1) they can stop questioning until the representative arrives.
- (2) they can call off the interview or,
- (3) they can tell the employee that they will call off the interview unless you voluntarily give up your right to a union representative (an option you should always refuse.)

Sample language to use with a supervisor:

“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, officer, or steward be present at this meeting. Without representation present, I choose not to participate in this discussion.”