



EMPLOYEE RIGHTS

Communications Workers of America

CWA 7076, AFL-CIO, CLC

Under the United States Supreme Court's Weingarten decision, when an investigatory interview of an employee occurs, the Employee Rights under **Weingarten Rights** are as follows:

1. The employee may request union representation before or during the interview. Remember the company does not have to offer union representation.
2. After the request, the employer must choose from among three options:
 - a) Grant the request and delay questioning until the union representative arrives.
 - b) Deny the request and end the interview immediately.
 - c) Give the employee a choice of having the interview without representation (usually a mistake or the wrong choice) or
3. If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice and THEN the employee may refuse to answer. The employer may not discipline the employee for such a refusal. (Do not leave until directed!)

If called to a meeting with management, read the following statement to management BEFORE the meeting starts:

"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, then...I choose not to participate in this discussion."

CONTACT YOUR LOCAL UNION REPRESENTATIVE

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