



# You Have Rights!

**Based on a 1975 U.S. Supreme Court ruling (NLRB v. J. Weingarten, Inc.), employees have rights during investigatory interviews.**

Your **Weingarten Rights** are as follows:

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

If you are 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 have any effect on my personal working conditions, I respectfully request that my Union representative, officer, or steward be present at this meeting. Without Union representation, I choose not to participate in this discussion."***

## **CONTACT YOUR LOCAL UNION REPRESENTATIVE**

[CWA7076.org/CWA-stewards/](http://CWA7076.org/CWA-stewards/)

[CWA7076.org/contact-union/](http://CWA7076.org/contact-union/)

(505) 955-8534

[contact@CWA7076.org](mailto:contact@CWA7076.org)

**Communications Workers of America, AFL-CIO, CLC**

**Local 7076** · Santa Fe Office · 460 St. Michael's Drive · Suite 1008 · Santa Fe, NM 87505  
Office (505) 955-8534 · Fax (505) 983-1867 · CWA7076.org · [contact@CWA7076.org](mailto:contact@CWA7076.org)