

# Know your Weingarten Rights.



Weingarten?  
What's that?

[www.ifpte17.org](http://www.ifpte17.org)

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# Weingarten rights: among the most important rights a union-represented employee has.

What does that mean? It means that union members have the right to union representation if they reasonably believe that an employer-interview may result in discipline. Union representation can make the difference between a positive and negative outcome.

You can exercise Weingarten rights when:

1. The employer directs you to attend an investigatory interview.
2. A purpose of the meeting is to obtain information or facts which may support disciplinary action.
3. You reasonably believe that discipline might result.
4. You request union representation at any time during the investigatory interview.

However, Weingarten rights are not Miranda rules. While the police must notify people of their right to remain silent or have a lawyer present, most employers have no obligation to inform employees of their rights. Some Local 17 contracts do make notification a requirement, but check your contract to be sure.

Knowing, using and spreading the news about Weingarten rights is important. Without the use and knowledge of these rights, it's much easier for management to intimidate employees, especially behind closed doors.

**So don't be shy.  
Weingarten rights  
are your rights.  
Use them!**

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