



When a manager asks to see you in their office, they may want more than the recipe to the chicken casserole you brought to last week's potluck. If you're not absolutely sure that they just want to shoot the breeze, ask them why they want to see you.

**HERE'S WHAT TO SAY:**

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my steward be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

## YOUR RIGHT TO REPRESENTATION

There are circumstances when you should call your Union steward to accompany you when you meet with management or your supervisor.

- You have a right to have a Union steward present.
- If you want a steward there, you must ask for him or her.
- If you do not know why your manager want to meet with you, ask him/her if it is a meeting that could result in discipline.
- If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over, call your steward at once.
- You have a right to speak privately with your steward before and during the meeting.
- Your steward has the right to play an active role in the meeting. She or he is not just a witness.

These rights are called "Weingarten Rights" based on a 1975 Supreme Court decision (NLRB vs. J. Weingarten). As with all rights, if we do not use them, we eventually could lose them.