UNION: 101

CAN I SEE YOU IN MY OFFICE? - MANAGEMENT

BEFORE YOU GO BE SURE TO KNOW YOUR WEINGARTEN RIGHTS!

AFT Connecticut
A Union of Professionals
Union Members Have The Right To a Union Representative

If none is available, you can demand to postpone.
Employees and stewards have the right to know what specific subjects and issues will be addressed in the interview. Do not let management go on a fishing expedition.
The steward must be allowed to take the workers aside for a private pre-interview conference before questioning begins and at any time during the meeting with management.
The Right to Speak During the Interview

The steward is allowed to speaking during the interview. During this meeting, the steward is considered to be the same status as management.
The Right to Ask for Clarification

The steward can ask that the supervisor clarify a question so that the worker can understand what is being asked.
Before questions have been asked the steward can give advice on how to answer the questions.
The Right To Inform

When the questioning ends, the stewards can provide additional information.
If Weingarten rights are honored, stewards have no right to tell workers to lie or to refuse to answer questions.
INVOKING YOUR WEINGARTEN RIGHTS

If a manager tells you about a meeting, ask if you need a steward or union organizer present. You may also read or recite the following language:

“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 representation, officer or steward be present at the meeting. Until my representation arrives, I choose not to participate in this discussion.”