

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

KNOW YOUR WEINGARTEN RIGHTS

1

Union Members Have The
Right To a Union
Representative

If none is available, you can
demand to postpone.



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2

The Right To Know The Subject Matter of the Interview

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.

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3

The Right To Have A Private Conversation

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.

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4

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.

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5

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.

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The Right To Counsel

Before questions have been asked the steward can give advice on how to answer the questions.



6

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7

The Right To Inform

When the questioning ends, the stewards can provide additional information.

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8

The Limits of Weingarten

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.