

Weingarten Rights

The U.S. Supreme Court has ruled (*NLRB v. Weingarten*) that an employee has the right to union representation during any employer interview that may result in discipline.

Rule 1:

The employee must request union representation *before* or *during* the interview.

Rule 2:

Employees have the right to know the subject of the meeting.

Rule 3:

Employees have the right to consult with a representative prior to the meeting.

Rule 4:

After the employee makes the request for representation, administration must:

- A. Grant the request & delay questioning until the union representative arrives and consults privately with the employee; or
- B. Deny request and immediately end the interview; or
- C. Deny request and allow employee to remain silent during the interview.

Castro Valley Teachers Association

www.unioncvta.com