



WEINGARTEN RIGHTS

An investigatory interview occurs when a Supervisor, Manager, ISD Investigator or any Management Representative, including a Human Resources Representative (Personnel Advisor), questions an employee to obtain information which could be used as a basis for discipline, or asks an employee to defend his or her actions and/or conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has a right to request Union Representation.

If you should become subject to an investigatory interview, this is what you should say to the person conducting the interview in order to secure proper Union Representation:

“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 Representative, Officer or Steward be present at the meeting. Without representation, I choose not to answer any questions.”