



Weingarten Rights



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/Unit Representative or Nurse Advocate* be present at this meeting.

Until my representative arrives, I choose not to participate in this discussion.

When Your Employer Notifies You of a Meeting...

* Immediately ask your Supervisor/Manager/Director:

- ◆ “What is the purpose of the meeting?”
- ◆ “Is the meeting investigatory?”
- ◆ “Will I be asked questions which may possibly lead to discipline?”
- ◆ “Will I be asked questions which require me to defend my conduct?”

If the meeting is investigatory or answers may lead to discipline:

- = #1—Respectfully inform your employer you are invoking your Weingarten Rights & will need to have your Union/Unit Representative or Nurse Advocate present during questioning.
- = #2—Quickly arrange for your Union/Unit Representative or Nurses Advocate to attend the meeting.