

## WEINGARTEN RIGHTS

*“if this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, i respectfully request that my union steward, representative or office be present at this meeting. without union representation, i choose not to participate in this discussion.”*

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*\*You may invoke your Weingarten rights to management, when approached. Management may advise that you do not require representation, and in some cases, we are not allowed to be present (in the cases of reviews, PIPs). However, please know that not attending a meeting would be considered insubordination and could lead to discipline.*

*With that said, these Weingarten rights protect you from having to verbally or in writing, confess to any accusation. Attend the meeting and contact the Union to inform us.*