



Weingarten Card

If called to an
investigatory interview with
administration, read or present
this card when the meeting begins.

This is your right under a
Supreme Court decision
known as Weingarten.

<http://www.uff-palmbeach.org>

"If this discussion could in any way lead to my being disciplined, 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 participate."

We recommend you cut out the card above and carry it your purse or wallet.

It is up to **you** to insist on union representation. If you fail to do so, you may waive your rights.

Do the following:

- Ask your supervisor if you might be disciplined as a result of the interview.
- If they say, "NO," ask for a written statement to that effect.
- If they give you such a statement, you must participate in the interview.
- If not, read them your Weingarten rights, remain for the meeting, take notes, and immediately contact your union representative following the meeting.
- If they say you might be disciplined, but will not allow you to have a union representative present, read them your Weingarten rights, stay in the room, take notes, and do not respond to any questions. Immediately contact your union representative following the meeting.
- If they allow a union representative to be present, you should participate in the interview.