

WEINGARTEN RIGHTS

If you were a union member at the time that any conduct on your part that is being investigated occurred, you should immediately request union representation before proceeding with the interview or providing a written statement.

Remain calm and respectful and say:

"I am a member of AFSCME Local #3596. I am invoking my right, as granted by the Supreme Court of the United States, to have a union representative present during this meeting because I believe that it may result in disciplinary action against me or impact my personal working conditions.

If my request for representation is denied, I will decline to answer any questions until such time as I am properly represented."

You must know about this right on your own. Management does not have to inform you of this right.