You and your co-workers have the right to union representation when management is questioning you and you reasonably believe you could face discipline.

Invoke your **WEINGARTEN RIGHTS** to make it clear to your employer that you would like your Teamsters 70 representative or shop steward to be present in any investigatory meeting that could lead to discipline.

**WEINGARTEN RIGHTS FACTS**

- The right to union representation applies to an investigatory interview. An investigatory interview is when management asks an employee questions to obtain information that could be used as a basis for discipline or to defend his or her conduct.
- Employees must ask for union representation. The employer does not have to offer it.
- If management denies an employee union representation, the employee can refuse to answer questions.

**During the investigatory interview, your shop steward and Local 70 representative have the right to:**

- Know the reason and subject of the interview ahead of time;
- Talk with you privately;
- Speak and provide additional helpful information.

**WEINGARTEN RIGHTS VIOLATIONS**

- If your employer denies your request for representation and continues to ask you questions, that is unlawful. If this happens, let your Teamsters 70 representative or shop steward know immediately.
- If your employer disciplines you for refusing to answer questions after denying you union representation, that is unlawful. Please let your Teamsters 70 representative or shop steward know immediately.

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**Use this statement to invoke your 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 Teamsters 70 shop steward, representative or union officer be present at this meeting. Without representation, I refuse to answer any questions.”