



## Know Your Rights: The Right to Representation

**I**F YOU ARE CALLED INTO A meeting with your boss for an investigation that might result in discipline, you have the right to Union representation. Known as “Weingarten Rights,” here’s what you should know:

- ✓ You have the right to have a Union representative present.
- ✓ If you want a Union representative there, you must ask for him or her.
- ✓ If you don’t know why your boss wants to meet with you, ask him/her if it is a meeting that could result in discipline.
- ✓ If your boss refuses to allow you to bring a Union representative, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over, call your Union representative at once.
- ✓ You have the right to speak privately with your Union representative before and during the meeting.
- ✓ Your Union representative has the right to play an active role in the meeting. She or he is not just a witness.

### THIS STATEMENT COULD SAVE YOUR JOB:

“If this discussion could in any way lead to my being disciplined or terminated, I request that my Union representative be present at this meeting. Until my representative arrives, I choose not to respond to any questions or statements.”

**As with all rights, if we do not use them —  
we lose them!**

**California Federation of Teachers**

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