



Uh-Oh.

Hmmm.

OK, JIM, WE NEED TO FINISH THIS CONVERSATION IN MY OFFICE...!

IF IT'S DISCIPLINARY, I WANT DAN THERE, HE'S MY SHOP STEWARD!

JIM'S GOT THE RIGHT IDEA!



BACK WHEN THIS UNION GOT STARTED, WE DIDN'T HAVE WEINGARTEN-- BUT WE KNEW WHAT WAS FAIR!

WEINGARTEN RIGHTS



WELL, IF YOU WANT TO MAKE A UNION ISSUE OUT OF IT, OK, BUT DAN ISN'T HERE TODAY, WE GOT CAROL ON.

OK, SHE'S GOOD.

CAROL, WE NEED YOU TO SIT IN ON THIS--JIM WANTS TO DRAG IT OUT ALL DAY...

IT'S HIS RIGHT TO HAVE ME THERE, AS WELL AS TO CONFER WITH ME FIRST.

OK, HERE'S WHAT HAPPENED...

WAIT, I'LL GET YOUR SIDE, BUT I'LL TALK TO JIM PRIVATELY FIRST.



WHAT'S THIS ABOUT?

AT THE JOB SITE YESTERDAY THE SUPERVISOR STARTED ASKING ME PERSONAL STUFF ABOUT PEOPLE, ABOUT JOB PERFORMANCE AND HOME LIFE. THAT'S NOT RIGHT, AND I SAID SO. HE GOT MAD AND NOW HE WANTS TO TALK TO ME.

WELL, YOU WERE RIGHT TO ASK FOR REPRESENTATION.



WEINGARTEN RIGHTS WERE ESTABLISHED BY THE SUPREME COURT IN 1975. YOU HAVE A RIGHT TO A STEWARD AT ANY MEETING THAT MIGHT INVOLVE DISCIPLINE.

GLAD TO KNOW THE UNION HAS MY BACK!

- WEINGARTEN SAYS:**
- * You have a right to a steward
 - * If none is available, you can demand to postpone the interview and you can't be disciplined for refusing to answer.
 - * You don't have to sign any written statement.
 - * You must answer questions (unless another right is involved, such as a medical issue).
 - * But you should never guess, nor answer questions you don't understand or concern things you don't fully remember.
 - * Steward has a right to know what the interview is about.
 - * Steward can ask for a private caucus with the employee and can advise on how to answer questions.
 - * Steward may ask questions or explain employee answers.
 - * Steward can suggest additional information the employer should consider in the investigation.
 - * Steward should take careful notes.



YOU HAVE A RIGHT TO A STEWARD, BUT IT'S UP TO YOU TO ASSERT THIS RIGHT. SPEAK UP! ASK FOR A STEWARD!