

Weingarten Rights

Camden County Council #10 wants to make sure that every employee it represents is fully aware of his/her legal rights and therefore takes this opportunity to remind employees of their Weingarten Rights. If you have any questions about this subject, or want further information, please contact your Union representative.

Employees have the right to Union representation at an investigatory interview where the employee has reasonable grounds to believe that the investigation may result in disciplinary action. Therefore, it is very important that you follow these steps in order to fully protect yourself and make sure you are afforded the rights you are entitled to:

1. Inquire as to the purpose of the meeting.
2. If the purpose relates to anything that could lead to disciplinary action, insist upon Union representation. You must request representation. It is not the obligation of the Employer to arrange this.
3. If Union representation is denied, attend the meeting but say nothing, except to repeat your request for Union representation.
4. If you are granted Union representation, insist upon the opportunity to consult with your Union representative first, in private and in confidence.
5. The employee may not insist that a particular Union representative be present. Nor may the Union be obstructive during the interview. The Union is there to assist the employee and protect against improper or unfair questioning.
6. When the meeting is over, the employee and the Union representative should prepare their own report of what happened at the meeting.
7. If you have been denied Union representation or have been disciplined, notify your Union immediately.
8. Do not sign any documents or forms unless and until you have consulted with your Union.