

KNOW YOUR WORKPLACE RIGHTS:

Weingarten Rights

Union-represented employees have a right to request a representative and have them present during an interview that the employee reasonably believes could lead to discipline.



Representatives are entitled to provide advice and active assistance to employees during these investigatory interviews.

Employers violate the law if they threaten or retaliate against an employee because they made a request for a union representative, or if it proceeds with the interview despite the request.



Unrepresented employees don't have a right to have a representative in these interviews under current law, but the NLRB may reinstate that right in a future case.

The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions.



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