



WEINGARTEN RIGHTS

**(If called to a meeting with management,
read the following when the meeting begins.)**

“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 union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.”

KNOW YOUR RIGHTS – INVESTIGATIONS

Anytime you are questioned by a supervisor where you believe discipline may result or notes are kept by the supervisor.

1. Request a UNAC/UHCP Representative. Management must ensure a Representative is supplied upon request.
2. BEFORE YOU ANSWER ANY QUESTIONS, YOU HAVE THE RIGHT:
 - a. to know who your accuser is.
 - b. what specific rule you're accused of violating.
 - c. review documentation management may have against you.
 - d. time to confer with your Representative
3. Don't answer anything if a Representative is not provided, just keep the chair warm.

UNAC/UHCP (800) 762-5874