



AMALGAMATED TRANSIT UNION LOCAL #1704
P.O. Box 172, San Bernardino, CA 92402
Phone (909) 885-7767 Fax (909) 885-2252

Weingarten Rights

During an investigatory interview, the U.S. Supreme Court ruled that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

- grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- deny the request and end the interview immediately; or
- give the employee a clear choice between having the interview without representation, or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

On the back side of all ATU Local 1704 Officers and Stewards' business cards is a copy of the Weingarten card. It reads:

(If called to a meeting with management, read the following or present this card to management 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."