



P.O. Box 14342
Tumwater, WA 98511

www.Local3758.org
FB AFSCME Local 3758

**Weingarten Rights:
Your right as a union member to representation**

In your packet you will find a card from AFSCME Council 2, printed with your Weingarten rights.

Weingarten rights are like a union members' "Miranda rights" and are founded on a 1975 US Supreme Court decision declaring that unionized employees have the right to have a union representative (steward) present during any meeting with management that the employee believes may lead to disciplinary action being taken against them.

Weingarten also applies during investigatory meetings when a supervisor or management is questioning an employee to obtain information that could be used as grounds for discipline. The employee may terminate such a meeting until a time as a union representative can be present.

Your rights:

- You must request representation before or during the meeting.
- Upon such request, the supervisor or management has these choices:
 - Grant the request and suspend the meeting until a union steward arrives,
 - Deny the request and end the meeting immediately,
 - Give the employee the choice to either end the meeting, or to continue without representation.
- If the supervisor or management denies your request for representation, you have the right to refuse to answer questions and to terminate the meeting immediately. You may do so by reading the Weingarten Rights from the card provided.
- Denial of your Weingarten rights is an unfair labor practice (ULP)

Management is NOT obligated by law to inform employees of their Weingarten rights-- employees MUST ask for them. Please keep this card in your wallet to have if needed.

Who to contact for representation:

- Your elected County Rep can either serve as your steward, or give you the name of another trained steward in your area. You may call your County Rep at their work phone for the purpose of requesting representation. Their personal contact information is included in this packet and their email addresses listed on the front page of the Local3758.org website under the "Officers" tab. No password is required to view.
- Your Council 2 Staff Reps
 - Base Unit: Hannah Franks, hannahf@council2.com
360-481-2612 (cell) or 360-438-7449 (office)
 - Supervisors: Dylan Carlson, dylanc@council2.com
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Your rights as a union member are important!