

Find your Council Rep
at www.speea.org
under Member Tools

BOSS wants to talk?

You have a right to representation

Whether the request is made face-to-face, by telephone or email, union-represented employees should immediately ask for a Council Rep to be present before answering questions of an investigatory nature.

Suggested response

"I am respectfully invoking my Weingarten Rights and request to have my Council Representative present prior to answering any of your questions. Please let me know how you want to proceed."

Weingarten right to representation

In 1975, the U.S. Supreme Court ruled in the Weingarten decision that an employee is entitled to have a union representative present during any interview which may result in his or her discipline.