



National Postal Mail Handlers Union

THE BREAKDOWN

Weingarten Rights

(UNION REPRESENTATION DURING INVESTIGATORY INTERVIEWS)

Under the Supreme Court's *Weingarten* decision, the following rules apply to investigatory interviews:

The employee can request union representation before or at any time during the interview. When an employee asks for representation, the employer must choose from among three options:

1. Grant the request and delay questioning until the union representative arrives;
2. Deny the request and end the interview immediately; or
3. Give the employee a choice of: (a) having the interview without representation or (b) ending the interview.

If the employer denies the request for union representation and continues the meeting, the employee can refuse to answer questions.

The advantages of having a steward present at an investigatory interview include the ability of the steward to:

- serve as a witness to prevent a supervisor from giving a false account of the conversation;
- object to intimidation tactics or confusing questions;
- help an employee to avoid making fatal admissions;
- advise an employee, when appropriate, against denying everything, thereby giving the appearance of dishonesty and guilt;
- warn an employee against losing his or her temper;
- raise extenuating factors.

WEINGARTEN CARD

(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.

Remember! The employee must request that a union representative be called into the meeting with management.



Union Representatives

Local President

Frank Phillips

Branch President

John Gibson

Chief Stewards

T-1

Jeanette Lanza

T-2

Louis Morrone

T-3

Joyce Rogers

Reg. Stewards

T-1

Stephanie Geter

T-2

Mike Myles

Rob Singleton

Joe Zelenenki

Gary Simmons

T-3

Mike Mohan

Robert Hall

Robin Fowler

Alt. Stewards

T-2

Sandra Dudley

Velma Jackson

Keith Johnston

Jeanne Gladilina

Joseph Zeuggin

Vol. XXXIII

2007