



**FRONT-LINE PATIENT CARE STAFF
UNITED FOR CHANGE AT OSU**

IAMhealthcareOH.org

Your Simplified Weingarten Rights Overview

Weingarten Rights allow union employees to have a representative present during interviews that might lead to discipline.

- **When Do These Rights Apply**
 - You believe the interview could result in disciplinary action.
 - You request a union representative to be present.
- The interview is investigatory, meaning it's held to gather information that might lead to discipline.
- **What Can You Do if You Want Representation**
 - Clearly request a union representative before or during the interview.
- **Employer's Options When You Request Representation**
 - Pause and Grant Your Request**. The employer must wait until the union representative arrives and allow you to consult with them.
 - End the Interview**: If the employer denies the request, they should stop the interview immediately. (If they do not, inform them you will report this to your union representative. Continue with the meeting under protest.)
 - Offer a Choice**: The employer can let you choose to continue without representation or end the interview. You can't be punished for choosing to wait for representation.
 - These rights do not apply to non-union employees unless specific laws or policies say otherwise.
 - They do not cover non-investigatory meetings or routine discussions.
 - The request must be made by you before or during the interview.
- **Conclusion**
 - By requesting a union representative, you can get the support and fairness you deserve in the workplace.