

# QR CODE GUIDE

Yes, you can still talk to your rep in person, too 😊

## Contract Questions

Have a question about your rights, policies, or need clarification, scan here!



## Concerns / Complaints

Do you have a general workplace concern, issue, or complaint you'd like to report? Scan here!

## Workplace Violence

Have you experienced or witnessed violence, threats, or harrassment in your workplace? Scan here!



## BTA Website

Go directly to the BTA web site to look for more resources.

# KNOW YOUR RIGHTS

## Weingarten Rights: Your Right to Union Representation

In an investigatory interview or a meeting where an employee has a reasonable belief that discipline or other adverse consequences may result from what they say, the employee has the right to request union representation. When the employee makes the request for a union representative to be present, management has three options:

1. It can stop questioning until the representation arrives;
2. It can call off the interview; or,
3. It can tell the employee that it will call off the interview unless the employee voluntarily gives up their rights to union representation (an option the employee should always refuse).

*“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 be present.”*



**These are your rights under the National Relations Labor Act. If asked to waive them, politely decline.**

