



A Union of Professionals

AFT Healthcare NW

Oregon Federation of Nurses and Health Professionals

Local 5017 • AFL-CIO



As an AFT Healthcare Union Member, YOU HAVE RIGHTS!

YOUR RIGHTS

The U.S. Supreme Court ruled that any member of a bargaining unit where a union is the certified representative is entitled to *Weingarten Rights*.

WHEN TO USE THEM

This means you are entitled to have a union representative present during any meeting which may result in discipline. If a union representative is not present, you have the right not to answer any questions.

These rights are called your *Weingarten Rights*.

WHAT TO SAY

If called into a disciplinary meeting with management, say:

“If this discussion could in anyway lead to my being disciplined or terminated or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. Without representation, I choose not to answer questions.”

WHAT TO DO

- You must ask for union representation before or during the meeting.
- You have the right to ask the subject of your meeting and to consult with your OFNHP representative before the meeting.
- If management fails to honor your request, attend the meeting but do not answer questions.
- Take notes during the meeting.
- Contact your union representative or steward.