

SEIU Unit Member's Right to Representation and Acknowledgement of Rights

Weingarten Rights

- You have the right to have a union steward present.
 - If you want a steward present, you must ask for him or her.
 - If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in discipline.
 - If your manager refuses to allow you to bring a Job Steward, repeat your request in front of a witness. Do not refuse to attend the meeting but respectfully decline to answer questions until your union representative is present.
 - You have the right to speak privately with your Job Steward before and during the meeting.
 - Your Job Steward has the right to play an active role in the meeting—they're not just a witness.
 - If your manager denies the request for union representation and directs you to answer questions even without your Job Steward present, they are committing an unfair labor practice and the employee has the right to refuse to answer. Any discipline taken under these circumstances could be challenged as improper at PERB.
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Acknowledgement of Receipt

I acknowledge receipt of the Weingarten Rights Statements listed above.

Authorization of Disclosure to SEIU

Please check one:

I **authorize** the disclosure of this matter and related communications to SEIU.
(If selected, SEIU will receive all communications regarding the disciplinary matter or performance improvement plan.)

I **do not authorize** disclosure of this matter to SEIU.
(If selected, SEIU will only receive a copy of this signed Acknowledgement of Rights Form.)

Employee Acknowledgement

By signing below, I confirm the above selections and acknowledge that I have received and reviewed the SEIU Unit Member's Right to Representation and Acknowledgement of Rights Form.

Employee Name (Print): _____

Employee Signature: _____ **Date:** _____

Job Title: _____