

Union Representation at Work

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A realistic illustration of a red apple with a green leaf. The apple is bright red with some yellow and green highlights, suggesting a glossy surface. A single green leaf is attached to the top of the apple. The background is a solid light green color.

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Your Rights Follow You Into Every Meeting

Most educators know how to advocate for students, but did you know you also have powerful legal protections when advocating for yourself? One of the most important tools in your professional toolkit is something called Weingarten Rights. These rights ensure you are never alone in a meeting that could affect your job.

What Are Weingarten Rights?

- Established by a 1975 U.S. Supreme Court case, Weingarten Rights guarantee employees the right to union representation during meetings that could lead to discipline.
- In simple terms:**
- If a meeting could impact your job, you have the right to have a union representative present.

How to Use(Invoke) Your Rights

You must request representation. Administration is not required to remind you of this right.

If a meeting begins to feel like an investigation, stay calm and clearly say:

"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 at this meeting. Until my representative arrives, I choose not to participate in this discussion."

Tip: Take a picture of this statement and save it on your phone.

What Happens Next?

Administration must:

- Pause the meeting until your rep arrives, or
- End the meeting, or
- Offer you the choice to continue without a rep or end the meeting (ending is advised)

Quick Member Reminders

- Attend the meeting, but you may decline to answer questions
- Do not waive your rights—even if it's called "just a chat"
- If denied representation, document and contact your building rep immediately

Engagement
Opportunities
Advocacy

Jan 31st
10:00 am
Teachers Meet
with Rep. Turco



Feb. 7th
9:30-12:00
Legislative
Breakfast (CEA)



NTA President: Holly Miotke / Co-Vice Presidents: Alicia Guidner & Erica Zamsky Hunt / Secretary: Jamie Rodriguez / Treasurer: Stephen Cowell