

Local 770 Membership Advisory Worker Interrogations Rights

Management and company security officials frequently summon employees for questioning. Such an "interview" can, and frequently does become an interrogation which leads to disciplinary action, termination of employment and or the filing of criminal charges.

Never assume that an interrogation by company security is harmless. No matter what assurances you may be given, security officials are not your friends.

If you are called into one of these investigative "interviews" keep in mind that you have rights dictated and assured by federal law.

The U.S. Supreme Court in its 1975 decision in the case of the National Labor Relations Board versus Weingarten, Inc. (420 U.S.251) ruled that a Union member has a right to have a Union Representative present during an investigative interview that the member believes might lead to disciplinary action.

Ask for a Union Representative as soon as you are told of the "interview" and believe it might lead to disciplinary action.

Do not sign or admit to anything unless you have first discussed the situation with your Union Representative.

If you ask for Union representation after the "interview" begins, **the "interview" must stop** until you are provided with representation.

Do not be intimidated, no matter what security officials say or threaten. Your Employer is not allowed to retaliate against you for asking for Union representation. If you are told you will be suspended unless you cooperate, one of two things is true:

- Your rights have been violated and your Union will see that justice is served.
- The decision to suspend you was made before you walked into the "interview."

Your Union Representative, trained and experienced in these matters, will represent your interests and will serve as a witness to whatever transpires at the "interview." Your Representative will be able to attest to what you did or did not say, which could be crucial in the event the matter becomes serious and might result in discipline, discharge, or criminal charges.

Print and keep with you a copy of your [Interrogation Rights Statement](#).