

YOUR "WEINGARTEN RIGHTS"

The U.S. Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors and other managerial staff. These are called *Weingarten rights*.

An investigatory interview occurs if 1) management questions you to obtain information; and 2) you have a reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

Your Animation Guild representative is **Steve Hulett, (818) 766-7151 ext. 104**. You must ask for union representation either at the beginning of or during the interview. Management does not have to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

You are only entitled to "Weingarten rights" from an employer that has a collective bargaining agreement. Contact the Guild about your rights when employed at a non-union shop.

THIS CARD COULD SAVE YOUR JOB!

I REQUEST GUILD REPRESENTATION

If you are called to a meeting with management, read the following or present this card when the meeting begins:

If my responses to your questions could lead to my being disciplined or terminated, or adversely affect my personal working conditions, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions.

MANAGEMENT REPRESENTATIVE:

The employee bearing this card is a member of the Animation Guild. Under the U. S. Supreme Court ruling in *NLRB vs. Weingarten*, your covered employees are entitled to request union representation before consenting to an investigatory interview. The Guild will consider any failure to provide representation upon request as an unfair labor practice. Contact the Animation Guild, (818) 766-7151 ext. 104, if you have any questions.