

WEINGARTEN RIGHTS

Exercise Your Rights as Union Members



**If you need a
Union Representative,
call 917.352.4868**

All NYC Board of Elections employees have the right to union representation during any questioning where you reasonably believe discipline may result. These rights are guaranteed under the Taylor Law and the NYC Collective Bargaining Law. Permanent employees also receive added protections under Article XII, Section 12 of the Collective Bargaining Agreement. Your employer does not have to offer representation automatically — you must request it unless Article XII specifically requires them to inform you. **To invoke your rights, you must 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, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions. ”

Core Representation Rights

Laws guarantee you the right to:

- Request union representation if you reasonably believe discipline may result from a meeting or questioning
- Have the meeting paused once you make that request
- Be given a reasonable amount of time to secure your representative
- Not be questioned further until your representative is present

The law prohibits an employer from denying you representation after you request it in a situation that could lead to discipline. These rights apply even if the employer calls the meeting “informal.”

Bottom Line

You have a legal right to representation in any meeting where discipline may result. Ask for it!

More detailed information is on our website at www.cwalocal1183.org