

Weingarten Act

**** Employee's Right to Union Representation ****

Any employee in the bargaining unit has the right to be represented in closed door meetings with management officials. The presence of the union representative prevents supervisors from coercing employees into confessing to alleged wrongdoings and/or accepting undue or harsh remedial actions. The right of an employee to have a union representative present during such questioning comes from a Supreme Court Case decided in 1975. That case, NLRB vs. Weingarten, set out certain rules for employees subject to investigatory interviews on the job. The Weingarten Rule applies to federal and D.C. employees and was adopted in the Civil Service Reform Act of 1978.