

Weingarten Rules

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, the following rules apply:

Rule 1. The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2. After the employee makes the request, the employer must chose from among three options. The employer must:

- a. Grant the request and delay questioning until the union rep. arrives and has a chance to consult privately with the employee; or**
- b. Deny the request and end the interview immediately; or**
- c. Give the employee a choice of:
 - 1) having the interview without representation, or**
 - 2) ending the interview.****

Rule 3. If the supervisor denies the request for union representation and continues to ask questions, he or she commits an unfair labor practice and the employee has the right to refuse to answer. The supervisor cannot discipline the employee for such a refusal.

**For Weingarten Rules assistance,
contact Member Connection at
877-721-4YOU.**



We Just Went On Strike - Now What?

On the heels of a powerful two day strike that's given us tremendous momentum, here's what you need to know about what comes next for SEIU Local 721 represented members.

FIRST – If at ANY point you feel harassed or intimidated because you took action to defend our union, contact us IMMEDIATELY! You have every legal right to participate in concerted activities over Riverside County's Unfair Practice Charges.

Call Member Connection at 877-721-4YOU if anything like this happens. We have a special Task Force set up to help out any members experiencing this kind of retaliation – and we have ZERO TOLERANCE for it!

SECOND – Our union is urging the Riverside County Board of Supervisors to return to the bargaining table to negotiate immediately. This is our TOP priority! We care deeply about the community we serve, and we want to dedicate ourselves to our clients and patients without disrespect and law breaking by the County.

THIRD – Whether we go back to the negotiating table is ENTIRELY up to the County. The ball is in their court. And they know we are ready and willing to negotiate... because we ALREADY offered to officially start 24-7, around-the-clock negotiations! As a matter of a fact, one of the 19 unfair practice charges we filed against the County includes a charge for their refusal to schedule more bargaining dates. We're going to persist in our demand to continue negotiations.

FOURTH – Just in case Riverside County continues to refuse to negotiate with our union, we are ALREADY in the process of requesting mediation. Then a neutral party can help us hammer out a fair agreement! (See our website for the “last best and final” offer.)

FIFTH – In the meantime, stay connected with our union so you can stay up-to-date on the latest developments with the strike! We send real-time updates through text messages and e-blasts. If you haven't done so already, text 721RIVCO to 787-753 for real-time updates and go to www.seiu721.org for the latest news.