

International Union,
Security, Police and Fire Professionals of America (SPFPA)
WEINGARTEN RIGHTS

Under Federal and State Law, you have the right to Union representation when you are called in for disciplinary interview. To get Union representation, however, you must have a reasonable belief that you will be disciplined as a result of the interview, and you **must request** that a Union Representative be present. You are also entitled to know what the meeting is about, and you are entitled to consult with your Union Representative before the meeting begins.

If you are called in for such an interview, read the statement on the back of this card aloud to your Supervisor.

I have reason to believe that this investigatory interview may lead to disciplinary action against me; therefore, in accordance with my rights under Federal and State Statutes, I respectfully request that this interview not begin until (1) my Union Representative is present, (2) I am advised of the subject and purpose of the interview, and (3) I have had opportunity to consult with my Union Representative.