

# Receive a "Fact Finding" email?

## Remember your 'Right to Representation'\*

Whether the request is made face-to-face, by telephone or email, union-represented employees should immediately request their Council Rep before answering questions of an investigatory nature.

### **Suggested response to a request for represented employees:**

*"I am respectfully invoking my Weingarten Rights and request to have my Council Representative present prior to answering any of your questions.  
Please let me know how you want to proceed."*

Find your Council Rep at [www.speea.org](http://www.speea.org) under Member Tools

\* In 1975, the U.S. Supreme Court ruled, in the Weingarten decision, that an employee is entitled to have a union representative present during any interview which may result in his or her discipline.