

Why we have a union, part 1

WEINGARTEN RIGHTS

Since our union victory last year, we have enjoyed the right to representation in both bargaining and discipline. We are getting close to a final agreement at the bargaining table. But since day one, we've had Weingarten Rights.

This means that anytime a union nurse faces a disciplinary investigation by management, that nurse has the right to bring a union representative of their choosing to those meetings. Usually, this is another union nurse.

These are our "Weingarten Rights," and they are only guaranteed to employees who are represented by a union (based on *NLRB v. J. Weingarten, Inc.*, 420 U.S. 251). MMC management did not offer this right to representation before our union election, but MMC must respect our right to representation now.

Dozens of union nurses across the hospital have now used their Weingarten rights. Our new rights make sure that another set of eyes and ears is present when nurses are questioned by management, and that no nurse has to be alone during a very difficult moment in their work lives.



“I’ve been a nurse for thirty-five years. Before I transferred into my current department, I had never been in the slightest bit of trouble. So I was really nervous when my new director called me into a disciplinary meeting. I used my Weingarten Rights and brought one of my trusted co-workers with me as my representative. It made SO MUCH difference to have someone there that I trusted and that I knew had my back. I don’t plan to ever be in a disciplinary situation again, but if I am, I sure want to make sure I can bring my union representation with me!”

— Bonnie Valls, RN,
Radiology

If you ever need union representation during an investigation or discipline, contact your FBC or Bargaining Team member right away.

Our Union. Our rights.

OUR PATIENTS. OUR UNION. OUR VOICE.

MSNA
Maine State Nurses Association



National Nurses
Organizing
Committee

NNU
National
Nurses
United