

Weingarten Rights – What does this mean?

Even while a contract is not yet in place, if you are called into a discipline investigation, you have the right to union representation.

This right is called your Weingarten Right.

If called into a meeting with management, you should state the following:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.”

Should there be a written discipline, please contact NYSNA if you believe the discipline is unjust, as even prior to a contract in place, you have the right to appeal the discipline by filing a NYSNA grievance.

Know Your Elected NYSNA Officers

- **President:** Estela Aquino-Woych, RN (3SP)
- **Vice-President:** Sharon Miller, RN (MHU)
- **Grievance Chairperson:** Ann Krom, RN (Endo)
- **Membership Chairperson:** Carmen Ianora, RN (4SMC)
- **Secretary:** Kathy Mellert, RN (3SP)

Know Your NYSNA Staff Representatives

Kathleen Korman, MS, RN, Nursing Representative
(800) 724 6976, extension 320 (NYSNA Latham Office)
Tom Darby, Labor Representative
(888) 551 3112 extension 126 (NYSNA NYC Office)

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