

**Weingarten Rights**

“If this discussion could in any way lead to my being disciplined or impact my evaluation, or affect my personal working conditions, I request that my Union Steward:

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be present at the meeting. Without representation, I choose not to answer any questions.”

**VT Federation of Nurses & Health Professionals**  
***“By your side, on your side. Because We Care!”***  
**(802) 657-4040**   [www.unitednurses.info](http://www.unitednurses.info)

**Contact your Union Steward or call the  
Vermont Federation of Nurses & Health Professionals  
(United Professions AFT Vermont) at 802-657-4040 to  
determine and report if your rights or your patients' rights  
have been violated in any of the following areas:**

- Contract or Policy matters regarding safety & patient care, wages, hours, working conditions, benefits scheduling or any related matter.
- Violation of Past Practice.
- Violation of Fair Treatment.
- Violation of federal or state law.
- Violation of management's rules or responsibilities.

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