



# KNOW YOUR RIGHTS AT WORK

## WEINGARTEN RIGHTS

### *Your Right to Representation*

**You have the right to union representation if you are called to a meeting with management that could lead to discipline.**

Weingarten rights were won in a 1975 Supreme Court decision with these basic guidelines:

- You must make a clear request for union representation either before or during the interview. Managers do not have to inform employees of their rights.
- Management cannot retaliate against an employee for requesting a representation.
- Management must delay questioning until the union representative arrives.
- It is against Federal Law for management to deny an employee's request for a union rep and continue with an interrogation. In this case, an employee can refuse to answer management's questions.

**Weingarten Rights**

***Read Word for Word to Your Supervisor***

If this discussion, meeting or telephone call could in any way be related to my being disciplined or terminated or affect any of my working conditions, I exercise my federal rights and hereby request that my union representative be present. Without their presence, I choose not to participate in this discussion or meeting.  
Please do not request that I waive this right.

**QUESTIONS?** Contact Us (619)298-7772  
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