

**One simple question provides you with the same protection as reciting your full Weingarten Rights.**

**Should I call my Union Rep?**

## **WEINGARTEN RIGHTS**

**If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I request my Union Representative or Steward be present at this meeting. Without representation, I choose not to answer any questions.**

**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 requesting representation.
- Management must delay questioning until the union Steward arrives.
- It is against Federal Law for management to deny an employee's request for a Union Representative or Steward and continue with an interrogation. In this case, an employee can refuse to answer management's questions.

**If you have any questions speak to your Steward or call your Union Representative.**



SCAN TO FIND YOUR  
UNION REPRESENTATIVE  
1-800-562-3645

Facebook: @UFCW367  
Instagram: @UFCWLocal367  
UFCW367.ORG

**KNOW YOUR  
RIGHTS  
AT WORK**