

## **IMPORTANT NOTICE:**

# **To All UFCW Local 342 Members Demand Your Rights !**

## **W E I N G A R T E N R I G H T S**

You have the legal right to be represented by your Union Steward or Union Representative during any meeting with your supervisor, store manager, company representative or security personnel, when you have a reasonable belief that discipline or other adverse consequences may result for what you say. This right, known as your **Weingarten Rights**, came about from a 1975 U.S. Supreme Court decision establishing these three rules:

- Rule 1. The **employee** must make a clear request for union representation before or during the meeting. Management is not required to inform you of your Weingarten Rights, **and you must request** that a union representative be present.
- Rule 2. After the request is made, management must choose from among three options. The employer must either:
- Grant the request and delay the meeting** until a union representative arrives and has a chance to consult privately with the employee; or
  - Deny the request** and end the meeting immediately; or
  - Give the employee a choice** of (1) having the meeting without representation or (2) ending the meeting.
- Rule 3. If management denies the request and continues to ask questions, it commits an **Unfair Labor Practice** and the employee has the **right to refuse to answer**.

### **WE URGE YOU NOT TO WAIVE YOUR LEGAL RIGHTS BY PARTICIPATING IN A MEETING WITHOUT UNION REPRESENTATION**

Remember, during any interview or meeting with your supervisor, store manager, company representative or security personnel, when you have reasonable belief that discipline or other adverse consequences may result, **you must ask to have a Union Representative present. Use the statement below to inform your employer that you are exercising your rights.**

#### **Interrogation Rights Statement:**

**I refuse to submit to this interrogation because I believe that I will suffer discipline or termination of my employment.**

**I demand my right to have Union Representation present on my behalf before this proceeding continues. If my demand is not acknowledged, then I refuse to participate in this process.**