Know Your Rights:

Weingarten Rights:
Your Right to Union 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 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 steward and continue with an interrogation. In this case, an employee can refuse to answer management’s questions.

If you have any questions about your Weingarten rights, speak to a steward or call your Union Representative at 1-800-732-1188.

UFCW 21

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