

# **KNOW YOUR RIGHTS! THE WEINGARTEN RULE**

**IF CALLED TO A MEETING WITH THE MANAGER OR SUPERVISOR . . .**

**You have the right to have your UNION STEWARD PRESENT if you honestly think you will be asked questions that could lead to discharge or discipline. Take advantage of this opportunity: Your steward is an important source of wisdom and advice in such situations.**

**WHAT TO DO:**

- 1) If the manager or supervisor calls you to a meeting, **ASK FOR YOUR STEWARD**. If you don't ask, you lose your right.
- 2) If he or she refuses to let the steward attend, **GO TO THE MEETING ANYWAY**. You will avoid discipline for refusing to follow directions (and you could be wrong about the purpose of the meeting!).
- 3) If you are asked questions that could lead to your discipline or discharge, be courteous but **REMAIN SILENT** until a meeting is scheduled with a Union Representative. Also, refuse to sign any statements until a representative is present.

The National Labor Relations Board, an arm of the United States Government, says **ONLY EMPLOYEES COVERED BY A UNION CONTRACT** enjoy the right to representation at a meeting concerning discharge or discipline as a result of the **WEINGARTEN** decision by the Supreme Court.

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