



MARK A. ESPINOSA  
President

UNITED FOOD AND COMMERCIAL WORKERS UNION

L O C A L 9 1 9

U.F.C.W.

6 Hyde Road • Farmington, Connecticut 06032-2802 • Tel. 860-677-9333  
Outside Local Dialing Area 1-800-842-2215  
www.ufcw919.org



JASON DOKLA  
Secretary-Treasurer

January 2025

**Have you ever been called to a meeting with Management? Have you felt intimidated, alone and without protection?**

## You Don't Have to Go It Alone

In the Weingarten case, the Supreme Court ruled that Union-represented workers like you have the right to Union representation during all meetings or discussions with supervisors or managers that the member reasonably believes might lead to discipline. These meetings or discussions include discussions on the work floor, in work areas, offices and even outside the facility.

Nine times out of ten, stewards are the representatives who attend these meetings with workers. At the beginning of the meeting, this law requires the supervisor or manager to disclose all meeting topics. Members can demand the presence of any on-duty steward. If none is available, the supervisor or manager must postpone the meeting until a steward is available. Companies may not punish or retaliate against members for exercising their Weingarten rights, however, they may opt to suspend you until a meeting can be scheduled with your Union Representative.

## Encourage all members to exercise their Weingarten rights.

This is important because a member waives the right to a witness if the member does not speak up and expressly request a witness.

The role of stewards in disciplinary meetings is to hear everything that is said, and to ensure that supervisors and managers do not question the member unfairly by, for example, putting words in the member's mouth or by bullying members into agreeing to things they otherwise would not agree to.

When supervisors or managers ask unfair questions, stewards should interrupt and demand that the supervisor or manager ask questions clearly and fairly. If they ask an awkward, run-on or confusing question, the steward can jump in and ask them to rephrase the question. Similarly, the steward can jump in if the supervisor or manager tries to trick the member into agreeing to something.

Stewards can insist that supervisors and managers permit members to tell their side of the story and present their case, and can ask for meeting breaks to confer with members. It is against Federal Law for management to deny an employee's request for a Union Representative and continue with an interrogation. In this case, an employee can and should refuse to answer management's questions and peacefully leave the building and contact their Union Representative.

Know your rights and protect one another. If you have any questions about your Weingarten rights, call your

[Union Representative](#) at 1-800-842-2215 or speak to your store shop steward.

In Solidarity,

Jason Dokla

Secretary-Treasurer

## Weingarten Rights

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 or shop Steward be present.

Without their presence, I choose not to participate in this discussion or meeting.

Please do not request that I waive this right.

*Over 70 Years of Services To Its Members and The Community*



**AND A HEALTHY AND HAPPY NEW YEAR**

**THE OFFICERS AND STAFF OF  
UNITED FOOD AND COMMERCIAL WORKERS UNION  
LOCAL 919**

Want to learn more about what your local union does for you?

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## IN PERSON

**UFCW  
LOCAL 919**

**GENERAL MEMBERSHIP MEETINGS**



**DOUBLE TREE**

*by Hilton*  
42 Century Dr.,  
Bristol, CT 06010  
7:00 P.M.



**MEETING NOTICE**

**Monday June 23, 2025**

**Monday September 22, 2025**

**Monday December 15, 2025**

**UFCW**

**LOCAL 919**

**GENERAL MEMBERSHIP MEETINGS**

Meetings will be held on the  
Local's Face Book Live Page.

**Meeting starts promptly at 6 PM**

**MEETING NOTICE**

**Monday, March 24, 2025**

# **CONGRATULATIONS**

## **TO THE RECIPIENTS OF THE**

### **LOCAL 919**

**Recipients of the UFCW Local 919 2024-2025 Scholarship Awards:**

**Nathan Concepcion- member at Store #682**

**Kristi Zator- Father is Michael Zator Store #682**

**Muriel Stankeviciute- Mother is Daiva Stankeviciute Store #630**

**Samantha Way- Father is Paul Evis Store #688**

**Sarah Svitlik- Mother is Yvonne Svitlik Store #657**

**Mia Voiland- Father is James Voiland Store #689, Mother is Kathleen**

**Collins-Voiland Store #2611**

**Jennifer Venegas-Ambrocio- Mother is Veronica Venegas-Verano Holdings, LLC**

**Brady Awua-Peasah- Member at Store #674**

**Dean Tomatore- Mother is Amanda Tomatore at Store #696**

**Rylee Benway- Father is Kenneth Orr at Store # 615**

**Education is the most powerful weapon which you can use to change the world. - Nelson Mandela**

**UFCW Local 919 Scholarship Forms**  
**Check the website for printable forms**

**You can also request via a phone call or email to the union.**

**[union@ufcw919.org](mailto:union@ufcw919.org)**

**UFCW MEMBERSHIP HAS ITS BENEFITS**



*Healthy and Prosperous New Year*

**From your Executive Board and your fellow workers  
of United Food and Commercial Workers Union.**

**Local 919**

**UFCW MEMBERSHIP HAS ITS BENEFITS**

**Local 919**

**It doesn't cost - It pays to belong to**

**WHEN YOU MOVE...**  
Please Notify Your Local  
Union Immediately

Return Service Requested



UNITED FOOD AND COMMERCIAL WORKERS UNION  
**L O C A L 9 1 9**  
6 Hyde Road • Farmington, Connecticut 06032-2802

Nonprofit Org.  
US POSTAGE  
**PAID**  
PERMIT NO 22  
Farmington, CT



MARK A. ESPINOSA  
President

Dear Scholarship Applicant:

This is your long form application for the Local 919 Scholarship Awards program. The officers, executive board and entire membership extend their warmest wishes for your future success.

Fraternally,  
Mark A. Espinosa  
President



## Long Form Application

Scholarship Awards Competition Sponsored by United Food & Commercial Workers  
Local 919, 6 Hyde Road, Farmington, Connecticut 06032-2802

You must fill in this form and then have the reverse side completed and signed by an official of the high school attended and mail it to the Local 919 Scholarship Selections Committee at the above address. The application must be printed clearly in ink or typewritten. Be sure to fill in all parts.

- Name \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_  
(Last) (First) (Middle)
- Home Address \_\_\_\_\_  
(Number) (Street) (City) (Zip Code)
- Date of Birth of Applicant \_\_\_\_\_ Sex \_\_\_\_\_ Married? \_\_\_\_\_ Home Phone \_\_\_\_\_
- Are you a member of Local 919? (Yes) (no) If not, is your parent a member? (Yes) (no)
- Parent's name (if a member) \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_  
(Last) (First)
- Indicate any job experience you have had, including present job.

Name and address of Employer	Kind of position	Dates held

- List every school you have attended whether you graduated or not, giving exact dates of attendance.

	Name and location	Date of Entrance	Date of Withdrawal	Diploma or Degree received	Reason for withdrawal other than graduation
High Schools					
Other					

- In what student activities did you participate in high school. Please check.  
 Nonathletic: band \_\_\_\_\_ glee club \_\_\_\_\_ orchestra \_\_\_\_\_ debate \_\_\_\_\_  
 school publications \_\_\_\_\_ other \_\_\_\_\_  
 Athletic: baseball \_\_\_\_\_ basketball \_\_\_\_\_ football \_\_\_\_\_ fencing \_\_\_\_\_ soccer \_\_\_\_\_  
 swimming \_\_\_\_\_ track & field \_\_\_\_\_ tennis \_\_\_\_\_ other \_\_\_\_\_
- List any offices held or honors received in these activities. \_\_\_\_\_
- List any academic honors which you may have received. \_\_\_\_\_
- Check the career for which you are preparing.  
 \_\_\_\_\_ Liberal Arts (B.A.); Law  
 \_\_\_\_\_ Communication Arts, Teaching etc.  
 \_\_\_\_\_ Science; Engineering  
 \_\_\_\_\_ Medical School, Pre-Dental  
 \_\_\_\_\_ Business Administration; Accounting  
 \_\_\_\_\_ Economics; Labor-Management  
 \_\_\_\_\_ Physical Education  
 \_\_\_\_\_ Other

I will graduate from High School (Check one):  
 February, 2025  June, 2025

I am currently attending \_\_\_\_\_ College / University  
Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

# Applicant's Character Report

TO BE COMPLETED ONLY BY AUTHORIZED SCHOOL OFFICIAL

The range scale below is based on the normal curve. Principals or headmasters are requested to use it by comparing the applicant with one or more recent and representative graduates of the same school who have been successful in college work, by entering check marks showing the results of the comparison in the appropriate spaces.

This information will, of course, be regarded as confidential.

Class standing of student \_\_\_\_\_ No. \_\_\_\_\_ out of \_\_\_\_\_

	Top 5%	Top 15%	Top 50%	Top 85%	Lowest 15%	
Social Maturity						
Reliability						
Initiative						
Courtesy						
Cooperation						

How long and in what connection have you known the applicant? *(Please do not fail to answer this question).*

Do you wish to add further comments concerning this applicant which might prove helpful to the Admissions Committee?

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School Official's signature \_\_\_\_\_

Date \_\_\_\_\_ Title \_\_\_\_\_

### IMPORTANT NOTE

This form IS NOT A TRANSCRIPT, but merely an application. IT MUST BE ACCOMPANIED BY AN OFFICIAL HIGH SCHOOL AND COLLEGE TRANSCRIPT.

Also, applicants who have any emergency or extenuating situations (loss of parent(s), recent accident or illness, etc.) are invited to attach an accompanying note of explanation.

## UFCW Local 919 Scholarship Forms

### Check the website for printable forms

You can also request via a phone call or email to the union.

[union@ufcw919.org](mailto:union@ufcw919.org)

## UFCW MEMBERSHIP HAS ITS BENEFITS