

LABOR RELATIONS

Annual Notification of Employee's Right to Union Representation {Weingarten Rights}

NGNJ-HRO-LRS

MEMORANDUM FOR All NJDMAVA Technician Personnel

SUBJECT: Annual Notice of Bargaining Unit Employee's Right to Union Representation, When Requested, During Meetings with Agency Representatives.

1. The Civil Service Reform Act gives Federal Technicians in units represented by an exclusive labor organization the right to have a union representative present at a meeting, which involves an examination by a representative of the agency in connection with an investigation. 5 USC Section 7114(a) (2) (B) states that:

Any examination of an employee in the unit by a representative of the agency in connection with an investigation if-

- (i) The employee reasonably believes that the examination may result in disciplinary action against the employee; and
- (ii) The employee requests representation.

2. As required by Title 5 USC, Chapter 71, Section 7114(a) (3), this memorandum constitutes notice of the right set forth in this provision.

KATHY L. CHRISTIAN
CIV, NGNJ
Labor Relations Specialist