



UNITED STATES DEPARTMENT OF THE INTERIOR
Bureau of Indian Education
1011 Indian School Rd. NW, Suite 150
Albuquerque, NM 87104

IN REPLY REFER TO:

From: BIE Human Resources Officer

To: Bargaining Unit Employees

Annual Notification of Weingarten Rights for Bargaining Unit Employees

The Federal Service Labor-Management Relations Statute (FSLMRS), 5 U.S.C. Chapter 71, Section 7114(a)(2)(B) provides employees represented by a labor organization (i.e., union) the right to request union representation in conjunction with investigations conducted by agency representatives under certain conditions. This memorandum fulfills the Bureau of Indian Education's obligation under the FSLMRS to annually remind employees of their rights and the conditions when those rights may be exercised.

As a bargaining unit employee represented by a labor organization, you have the right to request representation from that labor organization at any investigative examination/interview where you reasonably believe the examination may result in disciplinary action being taken against you. You may make this request at any time prior to or during the interview. If requested, the agency may opt to: suspend questioning and grant your request then resume the interview; discontinue the interview; or offer you the choice to proceed with the interview without a union representative, or to forego the interview.

Sources of additional information concerning your rights to representation are union officials within the labor organization representing employees in your work unit, the collective bargaining agreement for your bargaining unit (as applicable), or the Federal Labor Relations Authority (FLRA) at <http://www.flra.gov/>.