

WEINGARTEN RIGHTS

EMPLOYEE NOTICE

ANNUAL NOTICE OF “WEINGARTEN” (UNION REPRESENTATION) RIGHTS FOR BARGAINING UNIT EMPLOYEES

- **Employees in bargaining units represented by an exclusively recognized labor organization are entitled to an annual notice of representational rights.**
- **The Federal Service Labor-Management Relations Statute, 5 U.S.C., Chapter 71, Section 7114(a)(2)(B), provides employees represented by a labor organization the right to request union representation in conjunction with investigations conducted by agency representatives.**
- **As a bargaining unit employee you have the right to request representation (Invoke your “Weingarten” rights) in any examination by a representative of the Agency in connection with an investigation if, (1) you reasonably believe that the examination will result in disciplinary action against you, and (2) you request representation.**
- **You may request representation prior to or during the examination. Once requested the Agency will afford the Local Union a reasonable amount of time to speak with the employee and attend, if the Local Union so chooses, before continuing with the examination. (See Article 5, “Rights and Responsibilities of Management and the Union” in the Consolidated Master Labor Agreement between USMC and AFGE of 19 January 2022).**
- **The Agency is not required to inform employees of their “Weingarten” rights before or during an investigative examination.**

7 January 2025