# Annual Weingarten Notice – Right to Union Representation

**This message is addressed to all [organization name] employees who are located in Denver, Colorado, and who are represented by the American Federation of Government Employees (AFGE) Local 1114. Additionally, all supervisors and managers of [organization name] should be aware of this information.**

As required by Section 7114(a)(3) of the Federal Labor-Management Relations Statute, this issuance is the annual notice to employees represented by AFGE Local 1114 of their rights under 5 USC 7114(a)(2)(B), which states:

“(2) An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at –

(B) any examination of any employee in the unit by a representative of the agency in connection with an investigation if the employee reasonably believes that the examination may result in disciplinary action against the employee; and the employee requests representation.”

Once the employee has requested a union representative, the supervisor has three options:

(1)  Grant the request.

– Or –

(2)  Cancel the interview and proceed with the investigation or other management action on the basis of information which is otherwise available.

– Or –

(3)  Offer the employee a choice between continuing without representation or having no interview at all; if the employee chooses to continue, the right to representation is waived.

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# Questions?

If you have any questions regarding this subject, please contact [Devin Cummings](mailto:devin_cummings@ibc.doi.gov), Supervisory Human Resources Specialist, 303-969-7727.