# Annual Weingarten Notice – Right to Union Representation

This message is addressed to all Interior Business Center (IBC) 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 IBC 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.