

WEINGARTEN RIGHTS

EMPLOYEE NOTICE

NATIONAL TRAINING CENTER AND FORT IRWIN 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 notices of representational rights.
- The Federal Service Labor – Management Relations statute, 5 U.S.C., Chapter 71, Section 7114(a)[2](B), provides employees represented 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 or 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. (Article 5, “Employee Rights and Responsibilities” of he Consolidated Bargaining Agreement between NTC and Fort Irwin and NFFE Local 2035, 2 February 1990)
- The Agency is not required to inform employees of their “Weingarten” rights before of during an investigative examination.