DEPARTMENT OF THE ARMY AND THE AIR FORCE
MICHIGAN NATIONAL GUARD JOINT FORCE HEADQUARTERS
3423 North Martin Luther King Boulevard
LANSING, MI 48906

NGMI-HRO 03 January 2012

MEMORANDUM FOR All Bargaining Unit Employees

SUBJECT: Annual Weingarten Notice (Representation Rights)

1. 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 the right to request a Union representative in conjunction with investigations conducted by agency representatives under certain conditions.

2. Specifically, the reference 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 an employee in the unit by a representative of the agency in connection with an investigation if--
> >
> > > (i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and
> > >
> > > (ii) the employee requests representation."

3. Sources of additional information concerning your rights to representation are Union officials within the labor organization having exclusive recognition for employees in your work unit, the collective bargaining agreement for your bargaining unit, or the Federal Labor Relations Authority (FLRA) at www.flra.gov.

4. This memorandum fulfills the obligation of the Michigan National Guard under the FSLMRS to annually inform employees of their rights and the conditions when those rights may be exercised. This posting will be displayed in a prominent location within your unit to ensure that all employees are aware of their rights.

FOR THE HUMAN RESOURCE OFFICER:

JESSICA S. ULREY
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Labor Relations Specialist

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