DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD
FORT BELVOIR, VIRGINIA 22060-6221

MEMORANDUM FOR DIRECTOR, DLA HUMAN RESOURCES CENTER-DL, DLA CUSTOMERS

SUBJECT: Issuance of Biannual Notice of "Weingarten" Representation Rights for Employees Represented by the American Federation of Government Employees (AFGE) Council 169 and Supervisors

The Master Labor Agreement (MLA) between Defense Logistics Agency and AFGE Council 169 requires that employees be notified biannually, in writing, of their right to union representation during investigatory interviews when certain criteria are met. The posting of a notice on employee bulletin boards meets this biannual requirement as reflected in the MLA Article 4, Sections 6 and 7.

In addition, employees in the AFGE consolidated bargaining unit must be advised biannually, in writing, that the Union will be given the opportunity to be present at any formal discussion between one or more representatives of the Employer and one or more employees in the unit, or their representatives concerning any grievance, or any personnel policy, practice, or any other general condition of employment.

The attached may be used to satisfy these requirements. If you do not have any employees represented by AFGE, you may want to delete the additional information concerning formal discussions and limit the notice to "Weingarten" Representation Rights. We ask that you notify supervisors of AFGE bargaining unit employees of this information as well.

For further information, please contact Ms. Theresa Wolfe, DSN 427-3404, commercial (703) 767-3404, or lily.kelly@dla.mil

Darryl Roberts
Staff Director
DLA Human Resources
Labor and Employee Relations Policy

Attachment

NOTICE TO EMPLOYEES

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(Name of Activity)

Right of Representation

This is to inform you that pursuant to section 7114(a)(2)(B) of Title 5, U. S. Code, the exclusive union must be given the opportunity to be present at any examination of an employee in the bargaining unit by a management representative in connection with an investigation if:

(1) The employee reasonably believes the examination may result in disciplinary action against the employee; and

(2) The employee requests representation.

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(Activity Official)

NOTICE TO EMPLOYEES
IN AFGE COUNCIL 169 BARGAINING UNITS

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(Name of Activity)

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(1) The employee reasonably believes the examination may result in disciplinary action against the employee; and

(2) The employee requests representation.

Opportunity to be Present at Formal Discussions

The union will be given the opportunity to be present at any formal discussion between one or more representatives of the agency and one or more employees in the unit or their representatives concerning any grievance or any personnel policy or practice or any other general condition of employment.

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(Activity Official)