



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

**MEMORANDUM FOR DLA Bargaining Unit Employees**

**SUBJECT:** Issuance of Annual Notice of "Weingarten" Representation Rights for Bargaining Unit Employees

The Federal Service Labor-Management Relations Statute (FSLMRS), 5 U.S. §7114(a)(2)(B), provides employees represented by labor organizations the right to request a Union representative in conjunction with investigations conducted by Agency representatives under certain circumstances. This right is commonly referred to as the "Weingarten" right, based on the U.S. Supreme Court decision, NLRB v. J. Weingarten, Inc., 420 U.S. 251 (1975).

As a bargaining unit employee represented by a labor organization, you have the right to request representation by your Union at any investigative examination/interview where you reasonably believe the examination may result in a disciplinary action against you. You may make this request at any time prior to or during the interview. If requested, the Agency may opt to: suspend questioning; grant your request and resume the interview; continue the investigation without the interview; or offer you the choice to proceed with the interview without a Union representative.

This memorandum fulfills DLA's obligations under the FSLMRS to remind employees of their rights and the conditions when those rights may be exercised.

Sources for additional information concerning rights to representation include your local Union Officials, applicable collective bargaining agreements, and the Federal Labor Relations Authority (FLRA) at [www.flra.gov](http://www.flra.gov).

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