



**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). Additionally, one of Defense Logistics Agency's (DLA) many collective bargaining agreements, the Master Labor Agreement (MLA) between DLA and AFGE Council 169, requires that employees and supervisors be advised in writing at least twice yearly of employees' right to representation at investigative examination(s) and formal discussion(s).

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 and the MLA 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, the AFGE Council 169 Master Labor Agreement, other applicable local collective bargaining agreements and the Federal Labor Relations Authority (FLRA) at [www.flra.gov](http://www.flra.gov).

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