

EMPLOYEE NOTICE

Annual Notice of "Weingarten" (Union Representation) Rights

Rights of Representation

- In accordance with federal labor relations law, employees in bargaining units represented by an exclusively recognized labor organization are entitled to an annual notice of representational rights.
- Bargaining unit (represented) employees have the right to request representation in any examination by a representative of the Activity in connection with an investigation, if the employee reasonably believes that the examination may result in disciplinary action against the employee.
- The employee may request representation before the meeting or at a later time in accordance with Weingarten. Once requested, the Employer 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. (Reference: Article 6 "Employee Rights" under Consolidated Master Labor Agreement between the United States Marine Corps and the American Federation of Government Employees, 26 Jan. 2017)
- More information on the "Weingarten Right" is contained on the Human Resources and Organizational Management page of the Headquarters Marine Corps web site. A link to this notice is provided here for your convenience: <http://www.hqmc.marines.mil/hrom/Employee-Advisory/Labor-Relations/InvestigativeExaminations/>