U.S. Department of Energy

OAK RIDGE OPERATIONS OFFICE

ANNOUNCEMENT

OR A 3710

March 4, 2002

SUBJECT: WEINGARTEN REPRESENTATIVE RIGHTS

Section 7114(a)(3) of 5 U.S.C., Chapter 71, requires agencies to give annual notice to employees of representation rights under paragraph (a)(2) of the same section. Commonly known as Weingarten Rights, these rights are described as follows:

> A labor organization which has been accorded exclusive recognition in an agency shall be given the opportunity to be present at any examination of an employee in the bargaining 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.

Patricia Howse-Smith, Director
Human Resources Division

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