

January 6, 2004

### Annual Notice of Representation Rights

Section 7114 (a)(3), Title 5, United States Code, Part III, Subpart F, requires agencies to annually inform employees represented by an exclusive labor organization of their representation rights in connection with an investigation.

Annual notice is given that the representation rights afforded in Section 7114 (a)(2)(B) to employees in a bargaining unit are as follows:

“An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at—

(B) any examination of an employee in the 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.”