



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

IN REPLY  
REFER TO

J-13

DEC 1 2009

MEMORANDUM FOR DIRECTOR, DLA HUMAN RESOURCES CENTER – COLUMBUS  
DIRECTOR, DLA HUMAN RESOURCES CENTER – NEW  
CUMBERLAND

SUBJECT: Issuance of Biannual Notice of “Weingarten” Representation Right for American Federation of Government Employee (AFGE) Council 169 Bargaining Unit Employees and Supervisors

The Master Labor Agreement between Defense Logistics Agency (DLA) and AFGE Council 169 states that employees will be notified biannually, in writing, of their right to union representation during investigatory interviews when certain criteria are met. The posting of a notice, on employee bulletin boards, will meet this biannual requirement, as reflected in the Master Labor Agreement Article 4, Sections 6 and 7.

In addition, employees, in the AFGE consolidated bargaining unit, must be advised biannually, in writing, that the Union will be given the opportunity to be represented at any formal discussion between one or more representatives of the Employer and one or more employees in the unit, or their representatives concerning any grievance, or any personnel policy, or practices, or any other general condition of employment.

The attached may be used to satisfy these requirements. If you do not have any employees represented by AFGE, you may want to delete the additional information concerning formal discussions and limit the notice to “Weingarten” Representation Rights. We ask that you notify supervisors of AFGE bargaining unit employees of this information as well.

For further information, please contact Ms. Jean Monroe, DSN 427-6439 or commercial (703) 767-6439.

MARGARET WORSHAM  
Acting Staff Director  
Labor and Employee Relations  
Human Resources

Attachment

**NOTICE TO EMPLOYEES  
IN AFGE EXCLUSIVE BARGAINING UNITS**

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(Name of Activity)

**Right of Representation**

This is to inform you that pursuant to section 7114(a)(2)(B) of Title 5, U. S. Code, the exclusive union must be given the opportunity to be represented at any examination of an employee in the bargaining unit by a management representative in connection with an investigation if:

- (1) The employee reasonably believes that the examination may result in disciplinary action against the employee; and
- (2) The employee requests representation.

**Opportunity to be Present at Formal Discussions**

The union will be given the opportunity to be represented at any formal discussion between one or more representatives of the agency and one or more employees in the unit or their representatives concerning any grievance or any personnel policy or practices or any other general conditions of employment.

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(Activity Official)

**NOTICE TO EMPLOYEES  
IN OTHER EXCLUSIVE BARGAINING UNITS**

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(Name of Activity)

**Right of Representation**

This is to inform you that pursuant to section 7114(a)(2)(B) of Title 5, U. S. Code, the exclusive union must be given the opportunity to be represented at any examination of an employee in the bargaining unit by a management representative in connection with an investigation if:

- (1) The employee reasonably believes that the examination may result in disciplinary action against the employee; and
- (2) The employee requests representation.

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(Activity Official)