



**UNITED STATES DEPARTMENT OF THE INTERIOR
BUREAU OF INDIAN AFFAIRS**

**Human Resources Office - BIE
1011 Indian School Road, Suite 150
Albuquerque, New Mexico 87104**

IN REPLY REFER TO:
Director of Human Resources
505-563-5300
505-563-5306 (fax)

Memorandum

To: All Bureau of Indian Education (BIE) Bargaining Unit Employees

From: Director of Human Resources, *[Signature]*

Subject: Annual Notice of Weingarten Rights

In accordance with 5 USC 7114(a)(3), employees are hereby informed of their right to representation during investigatory proceedings.

Specifically, 5 USC 7114(a) states, in pertinent part, that an exclusive representative shall be given the opportunity to be present at any examination of an employee in the unit by a representative of the agency 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.

This notice meets the requirements of 5 USC 7114 which requires annual notice to employees of their rights under the Federal Service Labor Relations Statute.

Questions regarding this notice should be directed to the Indian Federation at 505-243-4088 or Glenn Himebaugh, Human Resources Specialist (ER/LR) at 505-563-5323.