HUMAN RESOURCES OFFICE
TECHNICIAN / AGR ADMINISTRATIVE INSTRUCTION

Number: 10-01 **4 January 2010**

ANNUAL NOTICE OF WEINGARTEN RIGHTS

EXPIRES 31 DECEMBER 2010

1. The Civil Service Reform Act of 1978, codified by 5 USC § 7101-7135, gives technicians represented by an exclusive labor organization the right to have union representation at a formal meeting that involves an examination by a representative of the agency in connection with an inquiry or investigation. Specifically, 5 USC § 7114(2) provides the following:

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

(A) any formal discussion between one or more representatives of the agency and one or more employees in the unit of their representative concerning any grievance or any personnel policy or practices or other general condition of employment; or

(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."

2. As required by 5 USC § 7114(3), this TAAI serves as your notice of the right set forth in this provision.

3. As required by law, post this notice in prominent and highly visible places. This notice will be posted on the HRO website at www.ca.guard.ca.gov/cahr until expiration.

4. If you have any questions concerning this subject, please contact CMSgt Michael Hunt at CAGNET 63402, DSN 466-3402, or (916) 854-3402.

STUART D. EWING
Major, GS-14, CA ANG
Human Resources Officer

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