



Federal Aviation Administration

Memorandum

Date: **JAN 18 2007**

To: All Bargaining Unit Employees

From: *Melvin Harris*
Melvin Harris, Executive Director of Labor Management Relations, AHL-1

Subject: **INFORMATION:** Annual Notice of Employee Representation Rights

This serves as the Federal Aviation Administration's annual notice to employees of their representation rights under the Federal Labor-Management Relations Statute.

Section 7114(a) of the Civil Service Reform Act of 1978 (Title 5 of the U.S. Code) provides representation rights for employees in units of exclusive recognition during certain investigatory examinations by officials of the Department. Specifically, Section 7114(a), in pertinent part provides that:

"(2) 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 the representation.

(3) Each agency shall annually inform its employees of their rights under paragraph (2)(B) of this subsection."

Supervisors, management officials, and other officials of the agency are required to comply with the provisions of section 7114(a)(2) during examinations where the employee is entitled to and requests representation by the exclusively recognized labor organizations.

Any questions regarding this notice may be addressed to your servicing labor relations office.