



## 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  
Human Resources Officer  
505-563-5300  
505-563-5306 (fax)

November 25 2013

### Memorandum

To: All Bureau of Indian Education (BIE) Bargaining Unit Employees  
From: Human Resources Officer- BIE *Thomas Lettich*  
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 requirement of 5 USC 7114 which requires annual notice to employees of their rights under the Federal Service Labor Management Relations Statute.

Questions regarding this notice should be directed to your Employee and Labor Relations Specialist, or Glenn Himebaugh, Lead Human Resources Specialist (ER/LR) at 505-563-5323.