



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

IN REPLY REFER TO:
(505) 563-5300
(505) 563-5306 (fax)

June 15, 2022

To: All Bargaining Unit Employees within the Office of the Assistant Secretary - Indian Affairs, Bureau of Indian Affairs, Bureau of Indian Education & the Bureau of Trust Funds Administration represented by the Federation of Indian Service Employees

From: Human Capital Officer, (Acting)
Jackie Shamblin

Subject: Notice of Individual Employee Rights Under the Federal Service Labor-Management Relations Statute

The Department of the Interior (DOI) recognizes the rights afforded to employees under the Federal Service Labor-Management Relations Statute ("The Statute") to bargain collectively, organize and to participate in any labor organization of their choosing.

As a bargaining unit employee within Indian Affairs, this notice is to inform you of these rights and to provide your DOI labor organization contact information.

Employee Rights

5 U.S.C. §7102 provides:

Each employee shall have the right to form, join, or assist any labor organization, or to refrain from any such activity, freely and without fear of penalty or reprisal, and each employee shall be protected in the exercise of such right. Except as otherwise provided under this chapter, such rights include the right:

1) to act for a labor organization in the capacity of a representative and the right, in that capacity, to present the views of the labor organization to heads of agencies and other officials of the executive branch of the Government, the Congress, or other appropriate authorities, and

2) to engage in collective bargaining with respect to conditions of employment through representatives chosen by employees under this chapter.

5 U.S.C. §7114, in part, provides:

(a)(1) A labor organization which has been accorded exclusive recognition is the exclusive representative of the employees in the unit it represents and is entitled to act for, and negotiate collective bargaining agreements covering, all employees in the unit. An exclusive representative is responsible for representing the interests of all employees

in the unit it represents without discrimination and without regard to labor organization membership.

(2) An exclusive representative of an 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 or their representatives 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.

The Federation of Indian Service Employees, American Federation of Teachers Local 4521 has been certified by the Federal Labor Relations Authority as your exclusive representative. Contact information is:

FISE President Sue Parton
(505) 243-4088 and/ Sparton@FISE-AFT.org
Website: <https://fiseheadquarters.org>

Union Membership

As provided by the Statute, you have the right to join or to refrain from joining the union. If you wish to join (i.e., become a dues-paying member of the union), you may use Standard Form 1187, Request for Payroll Deductions for Labor Organization Dues, to join the union (***link below OR attachment***). The completed form is a request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. You will submit your completed form to the Union office.

By providing this information, Indian Affairs is neither encouraging nor discouraging union membership.

For more information regarding your rights or the information contained in this letter, you may contact your labor organization representative or the Employee & Labor Relations representative for your Office or Bureau. This information is also posted on the websites for AS-IA, BIA, [BIE](#), & [BTFA](#) by agreement with FISE.

Distribution List:

FISE Union President

All Indian Affairs Bargaining Unit Employee with BUS code 1012

Distribution method:

E-mail

References:

- [FLRA](#)
- [The Statute](#)
- [SF-1187](#)