



**UNITED STATES DEPARTMENT OF THE INTERIOR**  
Bureau of Indian Education  
1011 Indian School Rd NW, Suite 150  
Albuquerque, NM 87104

**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 in the Bureau of Indian Education, 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 4524 (FISE)*** has been certified by the Federal Labor Relations Authority as your exclusive representative and FISE's contact information is:

***FISE President Sue Parton***  
***(505) 243-4088***  
[\*sparton@FISE-AFT.org\*](mailto:sparton@FISE-AFT.org)  
[\*https://fiseheadquarters.org\*](https://fiseheadquarters.org)

Pursuant to Article 8 of the Collective Bargaining Agreement, available on FISE's website, your union representative can meet with you privately for up to 30 minutes during your first two weeks of employment to explain its representational role and answer any questions you may have regarding your union rights. If you wish to schedule a meeting with your union representative, contact the union at the phone number or email address above. You also have a right to have this meeting during your work hours, but you must coordinate with your supervisor to be granted official time and ensure proper coverage.

### **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). 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 ***FISE Membership, 1218 Lomas Blvd. NW, Albuquerque, NM 87102, or [jspencer@FISE-AFT.org](mailto:jspencer@FISE-AFT.org)***.

By providing this information, DOI 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, see above, or the BIE Human Resources Office at (505) 563-5304.

### References

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