



United States Department of the Interior



BUREAU OF LAND MANAGEMENT

California State Office

2800 Cottage Way, Suite W-1834

Sacramento, CA 95825

www.ca.blm.gov

April 9, 2004

In Reply Refer To:
1400-711 (CA945) P

EMS TRANSMISSION: 4/9/04
Information Bulletin No. CA-2004-036

To: Supervisors and Managers
From: DSD, Support Services
Subject: Representation Rights for Employees in Bargaining Units

The Civil Service Reform Act (CSRA), Section 7114(a)(2)(B) provides a representation right for a bargaining unit member who reasonably believes that an investigative examination may result in a disciplinary action.

Section 7114(a)(3) of the CSRA further requires that each agency inform its employees annually of these rights.

A notice to all bargaining unit members is attached which provides the language required by the statute. This notice is to be reproduced and a copy given to each bargaining unit member. In addition, a copy of the notice should be posted on bulletin boards in offices which have bargaining units. New bargaining unit members should be furnished a copy of the notice when they enter on duty. If a new bargaining unit is established, each member of that unit should receive a notice upon receipt of the Certification of Representation.

If you have any questions, please contact David Wheeler, Labor Relations Specialist at (916) 978-4496.

Signed by:
Karen Barnette
DSD, Support Services

Authenticated by:
Richard A. Erickson
Records Management

Attachment:
Notice to Bargaining Unit Members (1 pp)



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Memorandum

To: All Employees (*Represented by an Exclusive Union*)

From: DSD, Support Services

Subject: Notice of Right to Request Union Representation

The Civil Service Reform Act gives employees in units represented by an exclusive labor organization the right to request union representation at an examination by a representative of the agency in connection with an investigation if the employee believes the examination may result in disciplinary action.

Section 7114(a) of the Civil Service Reform Act of 1978 states 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 any 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.”

Therefore, as required by Section 7114(a)(3), you are hereby given notice of the right set forth in 5 USC 7114(a)(2)(B).