

Department
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Internal
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Office of
Chief Counsel

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CC-2002-035

September 17, 2002

Subject: Employee Rights

Cancellation Date: September 30, 2003

Purpose

This is an annual Notice to advise bargaining unit employees of their rights to representation in meetings that are being held in connection with a conduct investigation.

Discussion

In accordance with Article 4, Section 4H of the Negotiated Agreement between the Office of Chief Counsel and NTEU Chapter 251, the purpose of this notice is to advise bargaining unit employees of their rights to representation by NTEU in meetings that are being held in connection with a conduct investigation.

Employees have the right to be represented by the Union in an examination 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 such representation.

Employees may exercise this right if the above conditions are met whether the employees are the subject of the investigation or are third party witnesses.

The Office of Chief Counsel fully supports the aforementioned right.

/s/
RICHARD J. MIHELICIC
Associate Chief Counsel
(Finance & Management)

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