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## EMPLOYEE NOTICE

# Annual Notice of "Weingarten" (Union Representation) Rights

**Naval Air Warfare Center Aircraft Division Lakehurst**

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### Rights of Representation

- In accordance with federal labor relations law, employees in bargaining units represented by an exclusively recognized labor organization are entitled to annual notice of certain union representational rights.
- Bargaining unit (represented) employees are entitled to have union representation present during meetings which (1) are conducted by a representative of management and investigative in nature; AND (2) where the employee being interviewed has a reasonable belief that he/she could be subject to disciplinary action as a result of participation in the meeting; AND (3) where the employee requests union representation. All three factors must be present for the "Weingarten" right to attach.
- Ongoing notice of this so-called "Weingarten" right to union representation is contained at the "Labor" page of the Lakehurst Total Force Strategy & Management web site. A link to this notice is provided here for your convenience: <http://www.navair.navy.mil/lakehurst/hro-lakehurst/labor/weingarten.pdf>

**[DO NOT REMOVE THIS NOTICE UNTIL SUPERSEDED]**