DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCES HEADQUARTERS
TENNESSEE NATIONAL GUARD
HOUSTON BARRACKS, P.O. BOX 41502
NASHVILLE, TENNESSEE 37204-1502

JFHQ-HR-LR 1 March 2007

MEMORANDUM FOR Technicians Represented by the Labor Organization (Union)

SUBJECT: 2007 Annual Notice of Right to Union Representation

1. The Civil Service Reform Act of 1978, codified by 5 USC, Chapter 71, Section 7114, gives technicians represented by an exclusive labor organization the right to union representation as stated in Section 7114.

"7114. Representation rights and duties.

(a) (1) A labor organization which has been accorded exclusive recognition is the exclusive representation 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."

2. As required by Section 7114(3), this memorandum serves as your notice of the right as set forth in this provision. An additional requirement by the Labor Organization (Union) contract is to advise the employee of these rights.

3. **Notice to all Supervisors**: Please provide all full-time technician personnel a copy of this notification and also post this notice in a prominent place on your bulletin boards. Maintain a signed copy in the employee work folder.

John F. White, Col, TNANG
Director of Human Resources

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Technician signature/date _____