



TEXAS MILITARY DEPARTMENT
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NGTX-JHR

18 DEC 2018

MEMORANDUM FOR All Bargaining Unit Employees, Texas Army and Air National Guard

SUBJECT: FY 2019 Annual Notice of Right to Union Representation

1. The Civil Service Reform Act of 1978 gives employees represented by an exclusive labor organization the right to have a union representative present at a meeting which involves examination by a representative of the agency in connection with an investigation. Section 7114 (a) of the Act states, in part, 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 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. In compliance with section 7114 (a) (3) of the Act, you are hereby given the annual notice of the rights set forth above.

3. The Human Resource Office point of contact for procedural assistance is Megan Truax Grube, Labor Relations Specialist, at (512) 782-6093, DSN 954-6093 or (512) 903-8467, NGTX-JHR, P.O. Box 5218, Austin, Texas 78763-5218.

A handwritten signature in black ink, appearing to read "Stanley Golaboff".

STANLEY GOLABOFF
Director, Human Resource Office
Texas National Guard