

## **Do you have the right to have an NTEU representative present in a “formal discussion” between you and management?**

**YES**

Any examination of an employee in the bargaining unit by a representative of the agency in connection with an investigation, including Internal Security, Inspection or the Inspector General, entitles you to have an NTEU representative present if:

- you reasonably believe that the examination may result in disciplinary action against you  
and
- you request representation.

## **Do you have the right to file grievances or complaints against the agency without fear of reprisal?**

**YES**

It is illegal for the agency to discipline or otherwise discriminate against you because you have filed a grievance, complaint or affidavit against the agency or its representatives.

## **Does the law state that the statutory protection of the right of employees to form, join, and participate in labor unions of their own choosing contribute to the effective conduct of public business?**

**YES**

In addition, Congress has found, and the law thus states, that employees’ participation in labor unions also safeguards the public interest and facilitates and encourages the amicable settlements of disputes between employees and the agency involving “conditions of employment.”

All of the above are rights afforded to you in accordance with the Federal Service Labor-Management Relations Statute. **NTEU ensures that those rights are protected.**

Congress guarantees your right, as a federal employee, to join NTEU. Some managers may not understand the law or have no respect for it. Make it perfectly clear to them that you know what your rights are, and that you plan to assert them, immediately.

**Take that important first step!**

**Join NTEU Today.**

**NTEU**  
The National Treasury Employees Union