Department of the Treasury

Internal Revenue Service

Office of Chief Counsel

Notice

[CC-2004-011]

February 9, 2004

Subject: Employee Rights **Cancel Date**: January 31, 2005

In accordance with Article 4, Section 4H of the collective bargaining agreement between the Office of Chief Counsel and NTEU, this notice is issued 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/
Dennis M. Ferrara
Associate Chief Counsel
(Finance & Management)

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