
Please see below.

ARTICLE 5

Rights of Employees

Section 1 – General

Each employee of the Department has the right, freely and without fear of penalty or reprisal, to form, join, or assist the NCFLL or to refrain from any such activity. Employees shall be protected in the exercise of this right.

Section 2 - Employee Right to Participate

Except as otherwise expressly provided in this Agreement and in Title VII of the Civil Service Reform Act, as amended, the right to assist a labor organization extends to participation in the management of the organization and acting for the organization in the capacity of an organization representative, including presentation of views to officials to the Executive Branch, the Congress, or other appropriate authority.

Section 3 - Employee Concerns

Each employee shall have the right to bring matters of personal concern to the attention of appropriate officials of the Department and/or the NCFLL.

Section 4 - Employee Right to Grieve

The initiation of a grievance by an employee will not cause any reflection on his/her standing with his/her supervisor or on his/her loyalty or desirability to the Department. Employees and NCFLL Representatives who have relevant information concerning any matter for which remedial relief is available under this Agreement will, in seeking resolution of such matter, be assured freedom from restraint, interference, coercion, discrimination, intimidation, or reprisal. Management will not impose any restraint, interference, coercion, or discrimination against any

employee in the exercise of his/her right to designate an NCFLL Representative for the purpose of representing to Management any matter or job related concern or of representing the employee to any Government agency or official of the Department. The extent to which official time is granted to employees and NCFLL Representatives is as provided in Article 8 of this Agreement.

Section 5 - Employee Membership

Nothing in this Agreement will require an employee to become or remain a member of a labor organization or to pay money to the organization except pursuant to a voluntary written authorization by a member for payment of dues through payroll deductions or by voluntary cash payment by a member.

Section 6 - No Discrimination

Management and the NCFLL will not discriminate against any bargaining unit employee because of age, sex, race, religion, color, national origin, disability, sexual orientation, parental status or because of veteran status.

Section 7 - Unit Employee Right to Representation

- A. A meeting between an employee and his/her supervisor and/or any other Management Official, during which the principal topic of discussion is to be discipline or potential discipline, will entitle the employee involved to request to be accompanied by his/her NCFLL Representative during the meeting. The employee will be informed in advance if discipline or potential discipline is to be the principal topic of discussion. If such request is made, the supervisor or other Management Official will honor the request. If the employee requests an NCFLL Representative, the meeting will be held or rescheduled when an NCFLL Representative can be present.
- B. If during a meeting between an employee and his/her supervisor and/or any other Management Official, discipline or potential discipline enters into the discussion, the employee may request to be accompanied by his/her NCFLL Representative. If such a request is made, the supervisor or other Management Official will honor the request. The meeting will be suspended until an NCFLL Representative can be present.

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- C. The NCFLL shall be given the opportunity to be represented at any examination of an employee by a representative of the Department 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 representation.
- D. Any employee who has been subject to an internal Departmental administrative investigation in which he/she was entitled to representation under Subsection C. of this Section shall be notified of the disposition of said investigation.
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