



# NOTICE TO ALL EMPLOYEES



The Federal Labor Relations Authority has found that the Department of Homeland Security, U.S. Customs and Border Protection, Laredo, Texas, has violated the Federal Service Labor-Management Relations Statute (Statute), and has ordered us to post and abide by this Notice.

## WE HEREBY NOTIFY OUR EMPLOYEES THAT:

**WE WILL** in any examination in connection with an investigation of a bargaining unit employee where the employee reasonably believes that the examination may result in disciplinary action, permit the employee, upon his or her request, to have a representative of the American Federation of Government Employees, National Border Patrol Council, Local 2455 (Union), represent the employee.

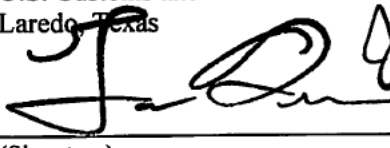
**WE WILL NOT** require [REDACTED], [REDACTED], [REDACTED], or any other bargaining unit employee, to take part in any examination in connection with an investigation, whether as a subject or a witness, without Union representation when representation has been requested by the employee and the employee reasonably believes that the examination may result in disciplinary action.

**WE WILL NOT** in any like or related manner, interfere with, restrain, or coerce bargaining unit employees in the exercise of their rights under the Statute.

DA-CA-17-0372  
DA-CA-17-0373  
DA-CA-17-0374

Jason Owens  
Acting Chief Patrol Agent, Laredo Sector  
Department of Homeland Security  
U.S. Customs and Border Protection  
Laredo, Texas

Dated 4/25/18

By:  Juan B Benavides SAC  
(Signature) (Title)

**THIS IS AN OFFICIAL NOTICE  
THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING  
AND MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL.**

If employees have any questions concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

525 S. Griffin, Suite 926, LB 107  
Dallas, TX 75202  
214-767-6266