



Charge Against an Agency

eFiling No. eOGC008987

Revision: REV-11-18-2018

Filing Party

Filing Representative Email Address

[Redacted]

First Name

Jadhira

Street Address

[Redacted]

City

[Redacted]

ZIP Code

[Redacted]

Title

Jadhira

Phone

[Redacted]

Last Name

Rivera

Street Address 2

[Redacted]

State

[Redacted]

Organization

AFGE

Agency Against Which Charge is Brought

Search or write-in Charged Party information?

Search

Name of Charged Agency

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

City

Washington

Activity/Local

Headquarters

State

DC

Agency Representative Information

Email Address

[Redacted]

First Name

Maurice

Last Name

Hawthorne

Street Address

[Redacted]

City

[Redacted]

State

[Redacted]

Phone

[Redacted]

Title

Director, Employee Labor Relations, OCHCO

Street Address 2

[Redacted]

ZIP Code

[Redacted]

Fax

[Redacted]

Charging Party Information

Search or write-in Charging Party information?

Write-in

Name of Charging Party Organization or Individual

AFGE Council 216

Party Type of Charging Party Organization or Individual

Union

City of Charging Party Organization or Individual

Miami

Local Name of Charging Party Organization or Individual

Council 216

State of Charging Party Organization or Individual

FL

Charging Party Representative Information

Email Address

[REDACTED]

First Name

Jadhira

Last Name

Rivera

Title

Council 216 2nd Vice President

Street Address

[REDACTED]

Street Address 2

[REDACTED]

City

[REDACTED]

State

[REDACTED]

ZIP Code

[REDACTED]

Phone

[REDACTED]

Fax

[REDACTED]

Basis of the Charge

OGC Regional Office

OGC-AT - Atlanta Regional Office

Set forth a clear and concise statement of the facts constituting the alleged unfair labor practice, including date and location of the particular acts:

On November 17, 2021, the Agency failed to provide prior notice and an opportunity to bargain and by its actions refused to bargain in good faith by announce Townhall its Re-entry Plan for return to the offices. The Re-entry Plan announced included specific activities, phases, notice of return, and dates certain. The announced by earlier invitation and broadcast to the entire bargaining unit bypassed the Union and resulted in a chilling effect that the Union has no involv the Townhall discourage membership in Union and are interfering with, restraining, and coercing the exclusive representative in its ability to represent the E

Attachments

Please attach any available supporting documents.

Identify which one or more of the following subsections of 5 U.S.C. § 7116(a) has or have allegedly been violated. Please note that a violation of (2) automatic violation of (1). For the purpose of this chapter, it shall be an unfair labor practice for an agency:

(1) to interfere with, restrain, or coerce any employee in the exercise by the employee of any right under this chapter;

(2) to encourage or discourage membership in any labor organization by discrimination in connection with hiring, tenure, promotion, or other condition;

(3) to sponsor, control, or otherwise assist any labor organization, other than to furnish, upon request, customary and routine services and facilities if they are also furnished on an impartial basis to other labor organizations having equivalent status;

(4) to discipline or otherwise discriminate against an employee because the employee has filed a complaint, affidavit, or petition, or has given any information under this chapter;

(5) to refuse to consult or negotiate in good faith with a labor organization as required by this chapter;

(6) to fail or refuse to cooperate in impasse procedures and impasse decisions as required by this chapter;

(7) to enforce any rule or regulation (other than a rule or regulation implementing section 2302 of this title) which is in conflict with any applicable collective agreement if the agreement was in effect before the date the rule or regulation was prescribed; or

(8) to otherwise fail or refuse to comply with any provision of this chapter.

Have you or anyone else raised this matter in any other procedure?

No

Declaration

I declare that I have read this charge and that the statements in it are true to the best of my knowledge and belief. I understand that making will can be punished by fine and imprisonment, 18 U.S.C. 1001.

Your Name (this will act as your signature)

Jadhira Rivera

Date

11/18/2021

You are required to serve your charge on the Charged Party in accordance with 5 C.F.R. § 2423.6(d). **The filing of a document using the FLRA's eFiling System service of the document on any party. The filing party must independently accomplish service by one of the following methods.**

This charge was served on the Charged Party Representative identified above by the following method(s):

Serving Method(s)

- Email (but only when the receiving party has agreed to service by email under 5 C.F.R. § 2429.27(b)(6))