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U.S. FEDERAL LABOR RELATIONS AUTHORITY

Short Form

Charge Against an Agency

eFiling No. eOGC008068

Revision: REV-11-18-2018

Filing Party

Filing Representative Email Address

[Redacted]

First Name

Max

Last Name

Feige

Street Address

[Redacted]

Street Address 2

Empty

City

[Redacted]

State

[Redacted]

ZIP Code

[Redacted]

Title

[Redacted]

Organization

National Council of EEOC Locals, No. 216,
AFGE/AFL-CIO

Phone

[Redacted]

Agency Against Which Charge is Brought

Search or write-in Charged Party information?

Write-in

Name of Charged Agency

U.S. Equal Employment Opportunity
Commission

Activity Name of Charged Agency

Miami District, Tampa Field Office

City of Charged Agency

Tampa

State of Charged Agency

FL

Agency Representative Information

Email Address
[REDACTED]

First Name

Last Name

Title

[REDACTED]

[REDACTED]

Director, Employee & Labor Relations Division,
OCHCO

Street Address

Street Address 2

[REDACTED]

Empty

City

State

ZIP Code

[REDACTED]

[REDACTED]

[REDACTED]

Phone

Fax

[REDACTED]

Empty

Charging Party Information

Search or write-in Charging Party information?

Write-in

Name of Charging Party Organization or Individual

AFGE Local 3599

Party Type of Charging Party Organization or Individual

Union

City of Charging Party Organization or Individual

Louisville

Local Name of Charging Party Organization or Individual

Sharon Baker

State of Charging Party Organization or Individual

KY

Charging Party Representative Information

Email Address
[REDACTED]

First Name

Last Name

Title

Sharon

Baker

AFGE, President, Local 3599

Street Address

Street Address 2

[REDACTED]

Empty

City

State

ZIP Code

[REDACTED]

[REDACTED]

[REDACTED]

Phone

Fax

[REDACTED]

Empty

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:

The Equal Employment Opportunity Commission (EEOC), by its agent, Evangeline Hawthorne, Miami District - Tampa Field Director, has violated the above cited subsections of the statute. Since on or about August 25, 2021, the Director unilaterally ended established past practices to long-standing office assignment and bidding systems by reassigning bargaining unit employees from their current offices to other offices and ordering employees that they will have to move to the other offices. The Director's unilateral actions, announced as final decisions, also violated the Director's obligation to conduct substance bargaining with AFGE Local 3599 in good faith on proposed actions. The Director also violated the statute when she bypassed AFGE Local 3599 and dealt directly with bargaining unit employees on matters that affected their working conditions. The Director's actions towards the bargaining unit were also in reprisal for recent representational activities by the Tampa Steward and other Union officials. The Director's actions discourage membership in the Union and are interfering with, restraining, and coercing the exclusive representative in its ability to represent bargaining unit employees in the Tampa Field Office.

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) through (8) is an 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 conditions of employment;

(3) to sponsor, control, or otherwise assist any labor organization, other than to furnish, upon request, customary and routine services and facilities if the services and facilities 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 or testimony 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 bargaining 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 willfully false statements can be punished by fine and imprisonment, 18 U.S.C. 1001.

Your Name (this will act as your signature)

Maximilian Feige

Date

08/31/2021

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 does not constitute 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))

REV-11-18-2018
Filed: Not filed yet