



Office of Congressional Workplace Rights

LABOR MANAGEMENT – UNFAIR LABOR PRACTICE CHARGE AGAINST AN EMPLOYING OFFICE

<p>See instructions below. Attach additional sheets if needed, numbered according to the box(es) below to which they pertain. In order to file a charge against a labor organization, you must file a different form, Labor Management – Unfair Labor Practice Charge Against a Labor Organization, Form 1351c-LO (Labor Organization).</p> <p>FORM 1351c-EO (Employing Office)</p>	<p>DO NOT WRITE IN THIS SPACE</p> <hr/> <p>Case No.</p> <hr/> <p>Date Filed</p>
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<p>1A. Charged employing office</p> <p>Name:</p> <p>Address:</p> <p>Tel. #: Ext.</p> <p>Fax #: E-mail:</p>	<p>2A. Charging party (labor organization or individual or both)</p> <p>Name:</p> <p>Address:</p> <p>Tel. #: Ext.</p> <p>Fax #: E-mail:</p>
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<p>1B. Charged employing office contact information, if different from above</p> <p>Name:</p> <p>Address:</p> <p>Tel. #: Ext.</p> <p>Fax #: E-mail:</p>	<p>2B. Charging party contact information (labor organization or individual or both) if different from above</p> <p>Name:</p> <p>Address:</p> <p>Tel. #: Ext.</p> <p>Fax #: E-mail:</p>
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3. Which subsection(s) of 5 U.S.C. § 7116(a) do you believe have been violated? [See instructions on page 3].

- (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.

4. Describe exactly what the employing office did. Start with the date and location, and state who was involved, including job titles. If you need additional space to complete your charge, please write "see attached" below and attach a separate sheet:

5. Have you or anyone else raised this matter in any other procedure? No Yes

If yes, where and when? [See instructions on page 3]

6. I DECLARE THAT I HAVE READ THIS CHARGE AND THE INSTRUCTIONS ON PAGE 3 OF THIS FORM. THE STATEMENTS IN THIS CHARGE 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. THIS CHARGE WAS SERVED ON THE PERSON IDENTIFIED IN BOX #1A VIA [Please check the appropriate box(es)]:

E-mail Fax 1st Class Mail In Person Commercial Delivery

Please e-mail completed forms to LMR@ocwr.gov (preferred); or hand-deliver to Room LA-200, John Adams Building, 110 Second Street SE, Washington, DC 20540-1999; or fax to (202) 426-1913.

Signature

By providing my name below, I certify under penalty of perjury that the foregoing is true and correct to the best of my information and belief.

Name (please print or type)

Signature

Date

INSTRUCTIONS FOR COMPLETING ULP FORM 1351c-EO (Employing Office):

General:

Use this form if you are charging that an employing office committed an unfair labor practice under paragraph (a) of section 7116 of the Federal Service Labor-Management Relations Statute, as applied by Section 220 of the Congressional Accountability Act, 3 U.S.C. § 1351. File an original form with the General Counsel of the Office of Congressional Workplace Rights (OCWR); a completed PDF form filed via e-mail or fax is considered an original form. Please e-mail completed forms to LMR@ocwr.gov (preferred); or hand-deliver to Room LA-200, John Adams Building, 110 Second Street SE, Washington, DC 20540-1999; or fax to (202) 426-1913. It is your responsibility to ensure that a charge has been received by the OCWR.

Instructions for filling out numbered boxes:

#1A. Give the full name of the employing office you are charging and the mailing address, telephone number, e-mail address (if known), and fax number (if available). Include the street number, city, state, and zip code. If you are charging more than one employing office with the same act, attach the required information on a separate sheet.

#1B. Give the full name, title, and other contact information for the employing office's representative. Be as specific and as accurate as possible.

#2A. Give the full name of the union or individual filing the charge and the mailing address, telephone number, e-mail address (if known), and fax number (if available). If the union is affiliated with a national organization, give both the national affiliation and local designation.

#2B. Give the full name, title, and other contact information for you or your representative. Providing all available contact information, especially e-mail addresses (if known), will assist the investigation of your charge.

#3. Identify which one or more of the subsections of 5 U.S.C. § 7116(a) have allegedly been violated. Subsection (1) has already been selected for you because a violation of (2) through (8) is an automatic violation of (1). Check all sections allegedly violated.

#4. It is important that the basis for the charge be BRIEF, COMPLETE, and FACTUAL, rather than opinion.

- Give dates and times of significant events as accurately as possible.
- Give specific locations when important, e.g., "The meeting was held in the auditorium of Building 36."
- Identify who was involved by title, e.g., "Chief Steward Pat Jones" or "Lou Smith, the File Room Supervisor."
- Tell what happened in chronological order.

#5. Indicate whether you and/or anyone else that you know of has raised this same matter in an internal grievance procedure. In addition, indicate whether you or anyone else has raised this same matter, or part of this matter, through the OCWR Administrative Dispute Resolution process or in federal district court.

#6. Type or print your name. For your signature, you are welcome to provide a handwritten, digital, or electronic signature. You are required to sign and date the charge attesting to the truth of the charge. Please mark that you have served the charged party (individual named in box #1B). Indicate method of service by checking the appropriate boxes.

OCWR Form 1351c-EO (Employing Office) – Revised 7/2022

Room LA-200, John Adams Building · 110 Second Street, SE · Washington, DC 20540-1999 · t/202.724.9250 · f/202.426.1913