

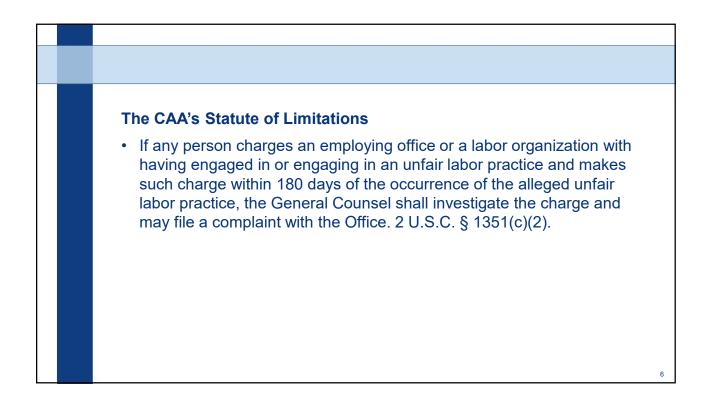


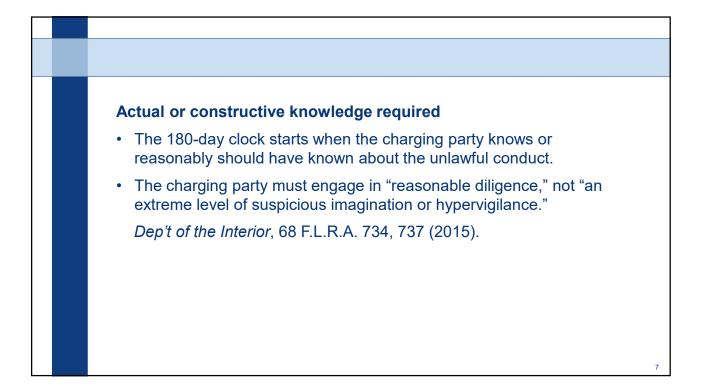
John Mickley, Associate General Counsel

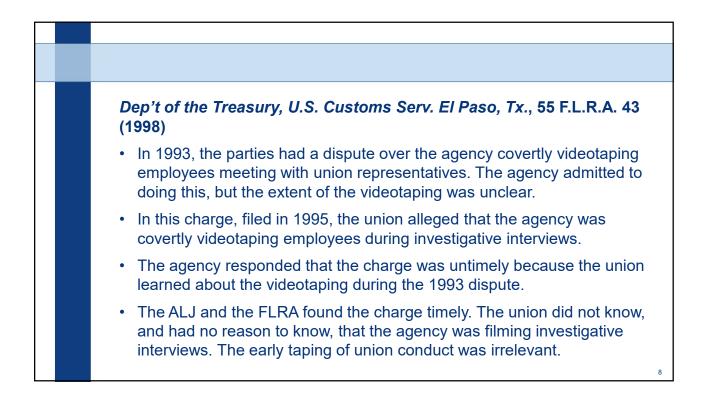
- John.mickley@ocwr.gov
- 202-579-5040

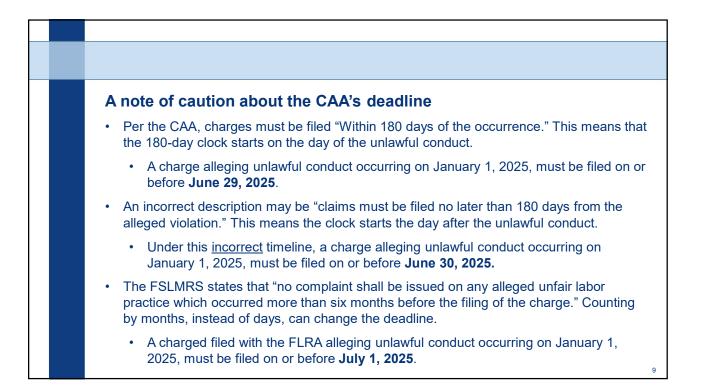


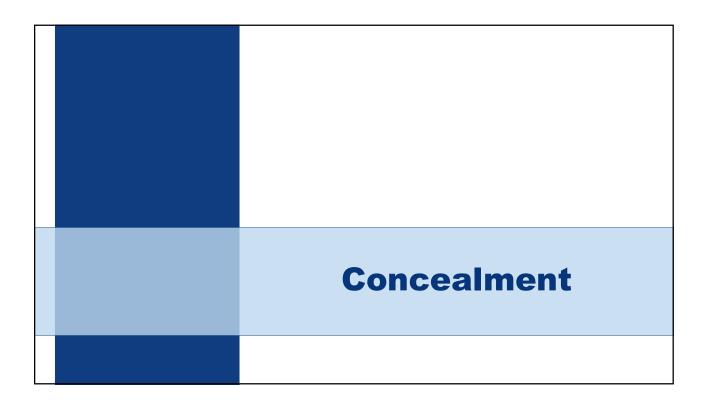
Background









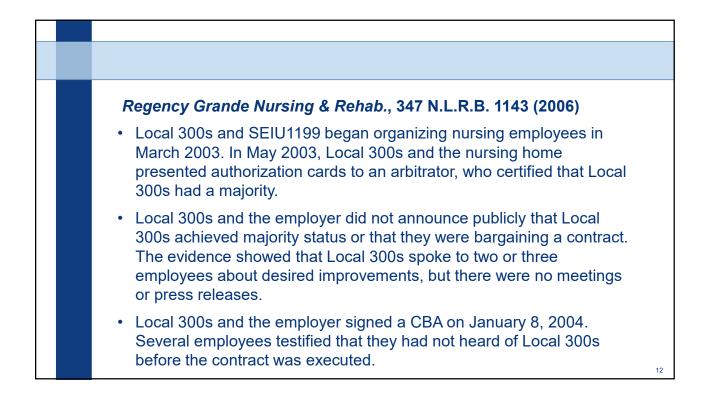


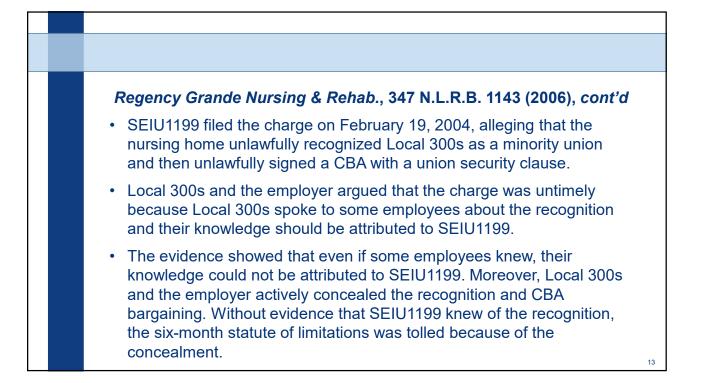
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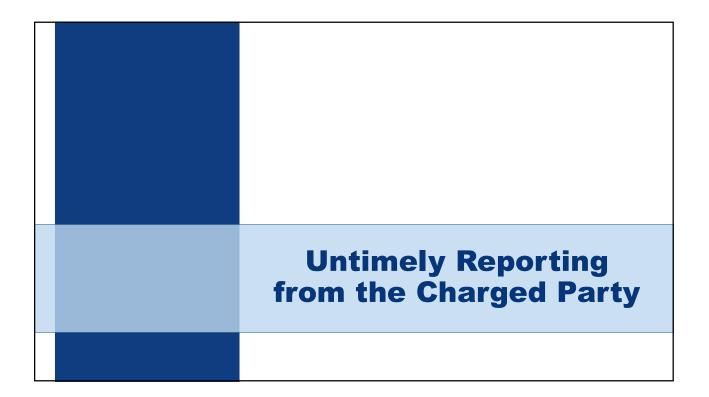
The FSLMRS explicitly allows charging parties to file late if the charged party concealed the unlawful conduct from them or failed to timely report necessary information.

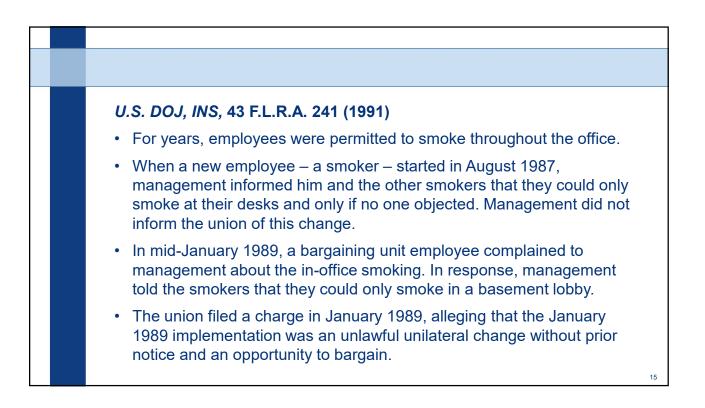
 If the General Counsel determines that the person filing any charge was prevented from filing the charge during the 6-month period referred to in subparagraph (A) of this paragraph by reason of any failure of the agency or labor organization against which the charge is made to perform a duty owed to the person, or any concealment which prevented discovery of the alleged unfair labor practice during the 6- month period, the General Counsel may issue a complaint based on the charge if the charge was filed during the 6-month period beginning on the day of the discovery by the person of the alleged unfair labor practice. 5 U.S.C. § 7118.

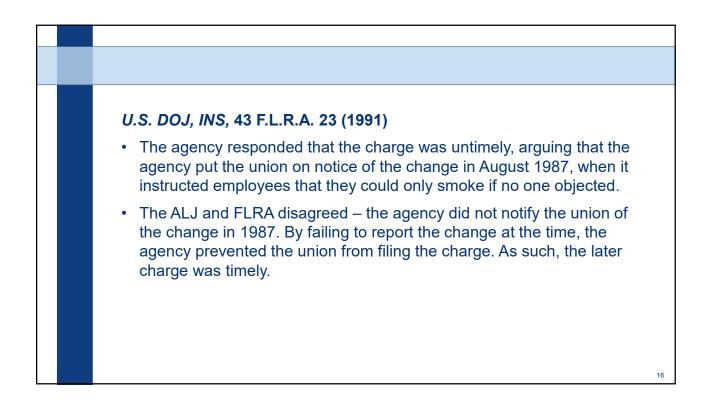
In practice, findings of outright concealment of ULPs are exceedingly rare in the federal sector.



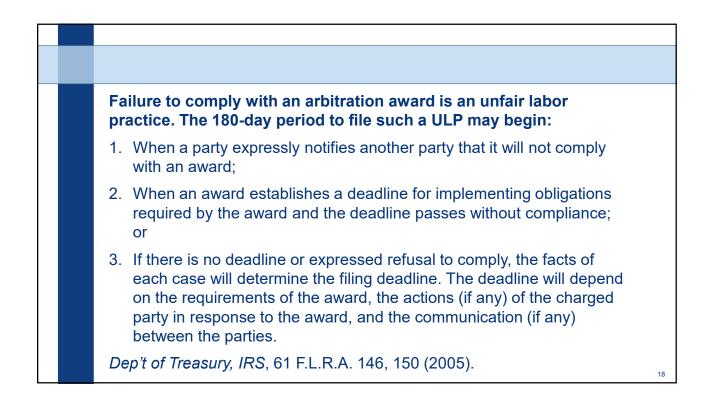


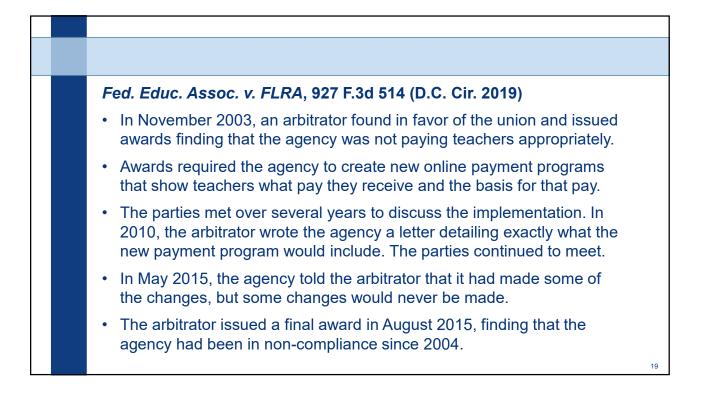


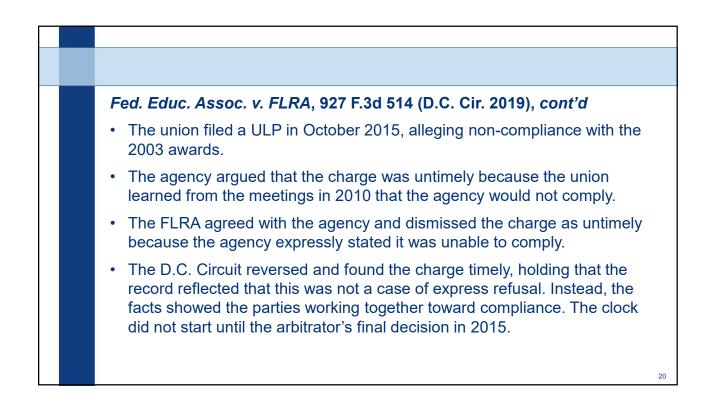




Filing Timely ULPs Related to Arbitration







Amending in New Allegations

