


The Bargaining Unit Blotter

Policing Region 6 Management since 1997

May 21, 2015

FLRA Upholds AFGE Local 1003's Unfair Labor Practice Complaint

We have received numerous questions about an email distributed by the Labor/Employee Relations Officer last week with the subject line "ELECTRONIC DISTRIBUTION OF NOTICE."

AFGE Local 1003 filed three complaints against Region 6 Management for committing several unfair labor practices (ULP), specifically Bypasses.

When an employee asks the union to represent them in a complaint or grievance, the employee's supervisor/management is notified that the union is representing them. After that, the supervisor/management is required to include the union representative in all discussions with the employee about the issue. In this situation, management knew the union was representing the employee, but they met with and emailed the employee to discuss the issue without including the union in the discussions.

The Federal Labor Relations Authority agreed that Region 6 Management had committed ULPs in this case. Region 6 is required to notify the bargaining unit about the violation by distributing the notice to bargaining unit employees and by posting it for 60 days.

To provide context, and hopefully address any questions you may have, the notice and original FLRA complaint are attached.

