



**UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
CHARGE AGAINST AN AGENCY**

FOR FLRA USE ONLY

Case No.

Date Filed

Complete instructions are on the back of this form.

<p>1. Charged Activity or Agency Name: Department of Veterans Affairs Address: 810 Vermont Ave. NW Washington, DC 20420 Tel #: (202) 461-7000 Ext. Fax #: (202) 273-5787</p>	<p>2. Charging Party (Labor Organization or Individual) Name: AFGE National VA Council #53 Address: VA Salem Medical Center, Building 76, Suite 106 Salem, VA 24153 Tel #: (540) 645-6301 Ext. Fax #: (540) 224-1931</p>
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<p>3. Charged Activity or Agency Contact Information Name: Larry Bennett Title: Acting Dep. Asst. Sec. of L/M Relations Address: 810 Vermont Ave. NW Washington, DC 20420 Tel #: (202) 461-4122 Ext. Fax #: (202) 461-4075</p>	<p>4. Charging Party Contact Information Name: Ibidun Roberts, Esq. Title: Attorney Address: 80 F St. NW ATTN: General Counsel Washington, DC 20001 Tel #: (202) 480-0064 Ext. Fax #: (202) 318-0000</p>
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5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (5)

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.
 The Department of Veterans Affairs ("Charged Party" or "Agency"), by its officers, agents, and supervisors, unilaterally implemented a change in working conditions without providing the exclusive representative, AFGE National VA Council #53 ("Charging Party" or "Union"), with an opportunity to bargain.

On or about February 11, 2013, the Charged Party notified the Union, by phone, that approximately 13,000 employees in seventeen (17) occupational series could potentially be affected by reclassification resulting in a lower grade. On February 14, 2013, the Union issued a demand to bargain on the change. The parties agreed to hold the bargaining in abeyance while engaged in a work group/task force to explore mitigation of the effects of the change.

However, the Agency has implemented the change on vacant positions nationwide and at least two Veteran Integrated Service Networks, 17 (Texas) and 20 (Alaska, Idaho, Montana, Oregon, and Washington), have implemented a process on the incumbent positions. Despite filing the demand to bargain, the Union was not notified of these changes or given an opportunity to bargain.

The Union requests that the Agency cease and desist implementation of the change, a status quo ante remedy, and other equitable relief.

7. Have you or anyone else raised this matter in any other procedure? No Yes If yes, where? [see reverse] _____

8. 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. THIS CHARGE WAS SERVED ON THE PERSON IDENTIFIED IN BOX #3 BY [check "x" box] Fax 1st Class Mail In Person Commercial Delivery Certified Mail

Ibidun Roberts, Esq. _____ 8/23/13 _____
 Type or Print Your Name Your Signature Date