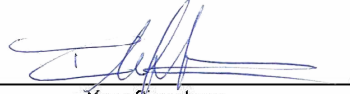
 <p style="text-align: center;"><b>UNITED STATES OF AMERICA</b> <b>FEDERAL LABOR RELATIONS AUTHORITY</b></p> <p style="text-align: center;"><b>CHARGE AGAINST AN AGENCY</b></p>	<b>FOR FLRA USE ONLY</b>
	Case No.
	Date Filed
<b>Complete instructions are on the back of this form.</b>	
<b>1. Charged Activity or Agency</b> Name: Department of Veterans Affairs Address: 810 Vermont Ave. NW Washington, DC 20420 Tel.#: (202) 461-7000 Ext. Fax#: (202) 273-5787	<b>2. Charging Party (Labor Organization or Individual)</b> Name: AFGE National VA Council #53 Address: Va Salem Medical Center, Building - 76, Suite 106 Salem, VA 24153 Tel.#: (540) 345-6301 Ext. Fax#: (540) 224-1931
<b>3. Charged Activity or Agency Contact Information</b> Name: Leslie Wiggins Title: Deputy Assistant Secretary L/M Relations Address: 810 Vermont Ave. NW Washington, DC 20420 Tel.#: (202) 461-4122 Ext. Fax#: (202) 461-4075	<b>4. Charging Party Contact Information</b> Name: Ibidun Roberts Title: Attorney Address: 80 F St. NW ATTN: General Counsel Washington, DC 20001 Tel.#: (202) 480-0064 Ext. Fax#: (202) 318-0568
5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and <u>(5)</u>	
6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles. On September 26, 2012, the Department of Veterans Affairs (VA or Agency), by its officers, agents, and supervisors, implemented changes to working conditions by issuing a memorandum, titled Department of Veterans Affairs (VA) Conference Oversight (VAIQ# 7280489), without bargaining with the American Federation of Government Employees/National VA Council (the Union). The memorandum has been used to restrict employee travel to both joint and union-sponsored activities. Therefore, the VA has unilaterally failed to bargain over the substance, impact, and implementation of the changes.  Demonstratively, pursuant to the implementation of this policy, the VA has changed the manner in which Union officials secure official time. Previously, a Union representative would send the event agenda and course description to the Agency's Labor Management Relations Office (LMR) for a finding that official time is appropriate. Locally, the Union official submits their request to the Local Human Resources, who then forwards it to the Local Facility Director. The new policy adds an additional layer of approval for individual employees by the VA Chief of Staff, John R. Gingrich.  Specifically, on October 1, 2012, Union representative, Bob Fetzer, sent the agenda and course description for a union-sponsored training to Ryan Fulcher, an LMR representative. Mr. Fulcher approved the agenda and course description on the same day. However, two Union officials were denied official time because they were not individually approved by Mr. Gingrich. This action demonstrates a harm to the Union caused by the the failure to bargain and directly interferes with the Union's right to exercise protected activity.  The Union requests a status quo ante remedy regarding the travel of Union officials while on official time.	
7. Have you or anyone else raised this matter in any other procedure? <input checked="" type="checkbox"/> No <input type="checkbox"/> 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] <input checked="" type="checkbox"/> Fax <input checked="" type="checkbox"/> 1st Class Mail <input type="checkbox"/> In Person <input type="checkbox"/> Commercial Delivery <input type="checkbox"/> Certified Mail	
Ibidun Roberts Type or Print Your Name	 Your Signature
	11/01/2012 Date