



*Assume that the head of a large federal employee office somewhere in the Midwest suddenly decided to change employee shift hours. Instead of everyone's shift being 8 to 5:30 every day, she announced that on Monday and Friday of each week their shift would be 7 to 4:30. When the union gets ahold of that information the wheels will start turning identifying how it can challenge that decision and the remedy they want. If the change was made unilaterally, it is a ULP. But if the change also violates a federal regulation or contract provisions it is a grievance unrelated to a ULP. What too many practitioners do not realize is that the decision to file a ULP or grievance has a very big impact on whether the employees will get back pay—thanks to a rarely talked about clash of FLRA precedents. [Continue reading →](#)*