

5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and (2), (5), (6), (7), and (8).

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION. state WHO was involved, including titles.

On August 2, 2010, the Miami Passport Management, acting on orders from Passport Services Headquarters in Washington D.C., terminated all employee compressed work schedules. Management changed the pre-existing departure times of fourteen bargaining unit employees.

These schedules had been a recognized, established and consistent past practice at the Miami Passport Agency for a number of years. The compressed work schedules were in the midst of being negotiated between Local Management and the local Union. The Union had submitted written proposals; Management had met to negotiate, acknowledged the two sides were in negotiations, but submitted no proposals in writing. The two sides had not come to an agreement and the FSIP had not issued an order terminating these schedules (the two sides had met for formal negotiations in mid-July and the Union representatives had met with the director the Thursday before the termination). The Union representatives proposed status quo until the matter was settled. The office director verbally stated that he was advised by Passport Headquarters to end the compressed work schedules if no agreement was quickly reached.

Following the curtailing of compressed work schedules, Miami Passport Management committed a bypass by publicly blaming the Union for the curtailment of the work schedules, and by holding a meeting with the affected employees where it attempted to directly survey the employees and encouraged them to express support for Management's latest CWS offer.

By making a unilateral change in working conditions, by refusing to submit written proposals, by attempting a bypass of the Union, and by blaming the Union* to BUE for actions that Management took, Management committed an Unfair Labor Practice.

*This follows a pattern documented in WA-CA-09-0077, WA-CA-09-0169, and in grievances.

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

Rob Arnold



August 6, 2010

Type or Print Your Name

Your Signature

Date