

**PRINCE WILLIAM COUNTY
LABOR RELATIONS ADMINISTRATOR**

UNFAIR LABOR PRACTICE

INSTRUCTIONS: Complete and email this form to the LRA at PrinceWilliamCountyLRA@pwcgov.org and to the Responding Party and Responding Party Representative (if known) pursuant to §2-223 of the Prince William County Ordinance and Procedures Related to the Administration of the Collective Bargaining Ordinance, as adopted by the LRA. In addition to email, the Complaining Party is instructed to mail this completed form to the Responding Party and Responding Party Representative (if known) per §2-223 of the Prince William County Ordinance.

COMPLAINING PARTY:

EMAIL:

ADDRESS:

PHONE NUMBER:

COMPLAINING PARTY REPRESENTATIVE (if any):

EMAIL:

ADDRESS:

PHONE NUMBER:

RESPONDING PARTY:

EMAIL:

ADDRESS:

PHONE NUMBER:

RESPONDING PARTY REPRESENTATIVE (if known):

EMAIL:

ADDRESS:

PHONE NUMBER:

The Complaining Party alleges the Responding Party violated §2-223 by committing one or more of the following prohibited practices:

Violation(s) of §2-223(a) alleged against the County, its employees, or its agents (check all applicable):

(1) Interfere with, restrain, or coerce, or retaliate against employees in the exercise of their rights guaranteed under this Chapter;

(2) Deter or discourage employees or applicants for County positions from becoming or remaining members of a Labor Organization, or from authorizing dues deductions, or from exercising any of their rights guaranteed under this Chapter;

(3) Dominate or interfere with any Labor Organization or contribute financial support to it;

(4) Discriminate in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any Labor Organization;

(5) Discharge or otherwise discriminate against an employee because of their exercise of rights under this Chapter, including for giving information or testimony in related processes;

(6) Fail or refuse to negotiate in good faith with an Exclusive Representative; or

(7) Willfully fail to comply with its obligations under this Chapter.

Violation(s) of §2-223 (b) alleged against the Labor Organization or its representative or agents (check all applicable):

(1) Interfere with, restrain, or coerce, or retaliate against employees in the exercise of rights guaranteed by this Chapter;

(2) Deny membership in a Labor Organization or fail to represent an employee because of their participation in volunteer activities or their race, color, religion, sex, national origin, age, disability, political affiliation, sexual orientation, gender identity, genetic information, status as a service-disabled veteran, or any other basis prohibited by federal, state, or County law, ordinance, code, or regulation;

(3) Willfully fail to fairly represent an employee in a Bargaining Unit for which the Labor Organization is the Exclusive Representative concerning matters within the scope of Collective Bargaining and without regard to membership in the Labor Organization or dues paying status;

(4) Fail or refuse to negotiate in good faith with the County;

(5) Retaliate against any employee for exercising their rights set forth in this Chapter, including filing charges against the Labor Organization or refusing to participate in Labor Organization activities;

(6) Violate Code of Virginia §40.1-55 and/or the provisions of Section 2-222 of this Chapter;
or

(7) Willfully fail to comply with its obligations under this Chapter.

Attach an explanation of the ULP and any supporting documents.

The statements contained in this charge are true to the best of my knowledge and belief. A copy of this form has been provided to the Responding Party and Responding Party's Representative (if known) by email and mail.

Signature

Date