

**ORDER**

DEPARTMENT OF TRANSPORTATION  
FEDERAL AVIATION ADMINISTRATION

EASTERN REGION  
JAMAICA, N. Y., 11430

*file*  
EA 3710.13

3/17/80

SUBJ: CIVIL SERVICE REFORM ACT OF 1978: UNFAIR LABOR PRACTICE  
CHARGE PROCEDURES

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1. PURPOSE. This order provides guidance to supervisors and management officials for the processing of Unfair Labor Practice charges under Section 7116 of the Civil Service Reform Act of 1978.
2. DISTRIBUTION. This order is distributed to the branch level in the regional office and to all field offices and facilities.
3. BACKGROUND. The Civil Service Reform Act of 1978 has codified Federal sector labor relations into law under Chapter 71 of the Act. Among other things, the Federal Labor Relations Authority (FLRA) has been established to administer the program including the provisions of Section 7116, Unfair Labor Practices (ULPs). Pursuant to the law, the FLRA has issued regulations concerning the processing of ULPs. The FLRA is responsible for investigating ULP charges and for taking appropriate follow-up actions. To effect the efficient disposition of ULP cases, managers, supervisors and the Labor Relations Branch, AEA-16, are required to process ULPs in accordance with this order.
4. ACTION.
  - a. Supervisors and managers are responsible for promptly notifying Labor Relations Branch, AEA-16, X8640, when an Unfair Labor Practice charge is received from the FLRA; and for forwarding the charge along with pertinent information to AEA-16 for response to the FLRA.
  - b. Labor Relations Branch, AEA-16, is responsible for representing the agency, management officials and supervisors in Unfair Labor Practice charge actions, including representing regional and field management witnesses at ULP investigations; responding to ULP charges and complaints; representing the agency at ULP hearings; and acting as liaison between the agency, management and supervisors and the FLRA in the negotiation of ULP settlements.

*J. Mark*  
for MURRAY E. SMITH  
Director

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