



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

CHARGE AGAINST AN AGENCY

FOR FLRA USE ONLY

Case No.

Date Filed

Complete instructions are on the back of this form.

1. Charged Activity or Agency

Defense Finance and Accounting
Service, DE
5760 E. Irvington Place
Denver, CO 80279-5000

2. Charging Party (Labor Organization or Individual)

AFGE Local 2040
PO Box 200157
Denver, CO 80220-0157

3. Charged Activity or Agency Contact Information

Zack Gaddy
Director
303/676-7461

4. Charging Party Contact Information

MINAHAN & SHAPIRO, PC
165 S. Union Blvd., Suite 366
Lakewood, CO 80228
303/986-0054; 986-1137 (fax)

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

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

On or about November 4, 2002, the Union submitted a proposal (a Union-initiated mid-contract change not covered by the parties' collective bargaining agreement) to change the Activity's inclement weather policy. Since that date and continuing to the present day, the Activity, and continuing to the present day, the Activity, through Director Zack Gaddy, DFAS-DE, and his agents, Kay Hanni, HR Director, and Susan Roller, LRO, has refused to engage the Union in negotiations over the Union's proposal to change the inclement weather policy.

Contact: President Mark McDonald at 303/676-7140/7670
03-1215

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

PAUL HIROKAWA

Type or Print Your Name

Your Signature

12/23/03

Date