

APPENDIX B

Local Union# AFGE Local 228

Grievance Case Individual Grievance# Name, GS-XX, Office, City and State

SBA/AFGE GRIEVANCE FORM

- (1) Name of Grievant Name, Grade: GS-XX
- (2) Office of the Grievant : Office, City and State. _____
- (3) Date and Time incident occurred that gives rise to the grievance:
Date, 2018 and Ongoing
- (4) Date and Time Complainant became aware of the grievance
Date, 2018 and Ongoing
- (5) Name of Immediate Supervisor: Name, GS XX, Position

Was discussion held with immediate supervisor?
 Yes No Date held : Does not have to have a meeting, but if you did, input a date

(6) Who: Refers to the person (s) causing the grievance:

- RMO: (Responsible Management Official) NAME, Grade, Office
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- RMO: (Responsible Management Official) NAME, Grade, Office

(7) Where: Exact place where grievance occurred: Office, City and State _____

(8) Why: Reasons why the complaint is considered a grievance. _____

Supporting Facts

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(9) What: Adjustment or relief desired:

- Request that Name TO BE MADE WHOLE.
- Request that Name be retroactively receive her Wage Grade Increase to GS-13, Step 2
- Back pay, TSP contributions, all with Interest
- Medical Hardship Relief
- Attorney Fees paid
- 5 U.S. Code § 5596 - Back pay due to unjustified personnel action Violation of OPM Federal Employee Antidiscrimination and Retaliation Act of 2002 ("No FEAR Act")
- The Union request 25% of the OFA Annual Budget 2015, 2017 \$500K in Compensatory Damages.
- Removal of all identified Responsible Management Officials and Non-management Officials identified in this grievance.

(I0) Witness: If any: To be provided at a later date.

(II) What section of the contract or provision of regulation were violated:

- Violation of NO FEAR ACT POLICY; Antidiscrimination and Retaliation Act of 2002. Included but not limited to all sections under this status.
- Union Animus. Included but not limited to all sections under this status.
- Harassment, Included but not limited to all sections under this status.
- Retaliation; Included but not limited to all sections under this status.
- Retaliation 13 CFR 105.206 and 208. Included but not limited to all sections under this status.
- SBA Policy on Prohibition and Sexual Harassment 3000-3042

- Violation of HIPAA Act 1996
- Violation of Protections against Whistleblower Retaliation and other Prohibited Personnel Practices. 5 U.S.C. 2302 (b) Included but not limited to all sections and additional statutes under this status.
- Violation of Public Law 107-174 May 15, 2002. Included but not limited to all sections under this status.
- FLSA Violation. Included but not limited to all sections under this status.
- USC 7116. Included but not limited to all sections under this status.
- Violation of 5 CFR 410.308. Included but not limited to all sections under this status.
- Disparate Treatment: 29 CFR 1607.11 - Disparate treatment. Included but not limited to all sections under this status.
- USC 523 Section 2302B Included but not limited to all sections under this status.
- Violation of OPM (5 C.G. R. 335.102) Included but not limited to all sections under this status.
- Violation of the 2017 Master Labor Agreement identified below to include Articles and not limited to all sections.
- Violation of Article 3: Transit Subsidy. Included but not limited to all sections under this status.
- Violation of Article 4: Changes in Personnel Policies, Practices and Conditions of Employment. Included but not limited to all sections under this status.
- Violation of Article 6: General Provisions. Included but not limited to all sections under this status.
- Violation of Article 8: Employee Rights and Responsibilities. Included but not limited to all sections.
- Violation of Article 10: Official Personnel Records. Included but not limited to all sections.
- Violation of Article 11: Union Rights and Responsibilities. Included but not limited to all sections.
- Violation of Article 12: Union Representation. Included but not limited to all sections.
- Violation of Article 15: Hours of Work. Included but not limited to all sections.
- Violation of Article 16: Overtime. Included but not limited to all sections.
- Violation of Article 17: Annual Leave: Included but not limited to all sections under this status.
- Violation of Article 18: Sick Leave. Included but not limited to all sections under this status.
- Violation of Article 20: Health and Safety. Included but not limited to all sections.
- Violation of Article 22: Equal Employment Opportunity. Included but not limited to all sections.
- Violation of Article 23: Telework. Included but not limited to all sections.
- Violation of Article 25: Workers' Compensation. Included but not limited to all sections.
- Violation of Article 27: Position Descriptions, Position Review and Classification. Included but not limited to all sections.
- Violation of Article 28: Performance Appraisal. Included but not limited to all sections.
- Violation of Article 29: Performance Incentive and Performance Awards. Included but not limited to all sections.
- Violation of Article 30: Merit Promotion. Included but not limited to all sections.
- Violation of Article 31: Details. Included but not limited to all sections.
- Violation of Article 32: Transfer of Functions. Included but not limited to all sections.
- Violation of Article 33: Reorganization and Reassignment. Included but not limited to all sections.
- Violation of Article 37: Disciplinary Action. Included but not limited to all sections under this status.
- Violation of Article 38: Adverse Action. Included but not limited to all sections under this status.
- Violation of Article 39: Grievance Procedure. Included but not limited to all sections under this status.
- Violation of Article 40: Arbitration. Included but not limited to all sections.
- Violation of Article 44: Unfair Labor Practices. Included but not limited to all sections.
- Violation of Article 45 Work Environment. Included but not limited to all sections.

(12) What practices, customs or grievance settlement (if any) apply to this incident?

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(13) What other incidents, statements or action (if any) relate to the grievance and by whom (give name and titles) All BUE Witnesses and Exhibits to be provided at a late date. _____

(14) Employee Signature: **Name**

_____ **Date:**

(15) **Representative (if any):**
Name of Representative

(Use other side needed)