

Unfair Labor Practices (ULPs)

What Is a ULP?

- An unfair labor practice (ULP) is a violation of a right protected by the Federal Service Labor-Management Relations Statute. The ULP procedures provided by the Statute help protect the parties in the exercise of their rights.
- If the agency fails to perform its obligations under the statute, a ULP may be filed.
- ULPs are filed with the Federal Labor Relations Authority using FLRA Form 22.
- The statute of limitations on filing a ULP is six months.
- See [FLRA.gov](https://www.flra.gov) for forms and information.

ULPs Against FAA

- ULPs filed against the agency are usually a result of a violation of Chapter 71, including:
 - Interfering with, restraining or coercing any employee from seeking union representation.
 - Encouraging or discouraging membership in any labor organization through discrimination in hiring, tenure, promotion or other condition of employment.
 - Sponsoring, controlling or otherwise assisting any labor organization.
 - Disciplining or otherwise discriminating against an employee because the employee has filed a complaint, affidavit, petition or given testimony.
 - Refusing to consult or negotiate in good faith with a labor organization.
 - Failing or refusing to cooperate in impasse procedures and decisions.
- See [FLRA.gov](https://www.flra.gov) for more information on ULPs. Also, PASS representatives may call the nearest FLRA regional office for assistance.

References:
5 USC 7116 (a)

