

CITY OF CHARLOTTESVILLE  
LABOR RELATIONS ADMINISTRATOR  
[LaborRelationsAdmin@charlottesville.gov](mailto:LaborRelationsAdmin@charlottesville.gov)

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INSTRUCTIONS: Complete and submit this form to the [laborrelationsadmin@charlottesville.gov](mailto:laborrelationsadmin@charlottesville.gov) and to the charged party (Respondent) pursuant to §19-214-19-215 of the Charlottesville Collective Bargaining Ordinance (CBO) and LRA Procedures Related to the Administration of the CBO, Sections 19-201 Through 19-218.

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COMPLAINANT

PHONE NO.

EMAIL

ADDRESS

COMPLAINANT REPRESENTATIVE, if applicable

PHONE NO.

EMAIL

ADDRESS

RESPONDENT

PHONE NO.

EMAIL

ADDRESS

RESPONDENT REPRESENTATIVE, if applicable

PHONE NO.

EMAIL

ADDRESS

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The Complainant alleges the Respondent violated §19-214 of the Charlottesville CBO by committing one or more of the following prohibited practices:

As alleged against the City or any Exclusive Bargaining Agent:

Violation(s) of §19-214 (A): Refusal to negotiate in good faith with respect to matters within the scope of collective bargaining as defined by the CBO.

As alleged against the City and its agents:

Violation(s) of §19-214 (B) (1): Interfere with, restrain or coerce employees in the exercise of rights granted by the CBO;

Violation(s) of §19-214 (B) (2): Dominate or interfere in the administration of any employee organization;

Violation(s) of §19-214 (B) (3): Discharge or discriminate in regard to hire, tenure, or other terms and conditions of employment against any employee to encourage or discourage membership in any employee organization, committee, or association, or because an employee has formed, joined, supported, or chosen to be represented by any exclusive bargaining agent or exercised their right to refrain from any or all such activities;

Violation(s) of §19-214 (B) (4): Discharge or discriminate in regard to hire, tenure, or other terms and conditions of employment against any employee because the employee has filed an affidavit, petition, or complaint or given any information or testimony under this ordinance;

Violation(s) of §19-214 (B) (5): Deny the rights accompanying certification as the exclusive bargaining agent as conferred by this ordinance;

Violation(s) of §19-214 (B) (6): Refuse to participate in good faith in any agreed-upon impasse resolution procedures set forth in this ordinance;

Violation(s) of §19-214 (B) (7): Refuse to reduce a collective bargaining agreement to writing and sign such agreement provided all conditions for an enforceable agreement, as set forth in this ordinance, have been met.

As alleged against any employee organization or its agents:

Violation(s) of §19-214 (C) (1): Interfere with, restrain, or coerce any employee with respect to rights granted by this CBO; including, but not limited to, their rights with respect to selecting or refraining from selecting an exclusive representative;

Violation(s) of §19-214 (C) (2): Fail to provide an employee who is in a bargaining unit exclusively represented by the employee organization with fair representation regarding matters within the scope of collective bargaining; or

Violation(s) of §19-214 (C) (3): Refuse to participate in good faith in or violate any agreed upon impasse resolution procedures set forth in this CBO.

EXPLANATION OF CHARGE (If more space is needed, additional pages may be attached):

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The statements contained in this charge are true to the best of my knowledge and belief. A copy of this form has been served on the Respondent in accordance with §19-215 and the LRA Procedures Related to the Administration of the CBO, §19-201 Through §19-218.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date