



NWSEO Moves to Stop Management's Surveillance of the Private NWSEO Facebook Group

(July 28, 2016) NWSEO filed an Unfair Labor Practice (ULP) charge against National Weather Service management today, alleging that the agency is engaging in illegal surveillance of private discussions on the NWSEO Facebook page.

National Weather Service management's surveillance of internal union discussions and communications on the NWSEO private Facebook page progressed from mentions to NWSEO leadership about discussions on the page in 2014 to outright chastising NWSEO President for direct comments and posts in the closed group this year. Management also made disparaging statements to employees about the contents of confidential discussions posted by members. This type of surveillance of private union business interferes with and retrains employees' rights to engage in valuable discussions.

The Federal Labor Relations Authority holds that it is a violation for a federal agency or its managers to engage in surveillance of internal union activities, such as spying on union meetings. FLRA states that management presence at a union meeting constitutes illegal surveillance. NWSEO's members-only Facebook page is, in effect, a "virtual" union meeting that continues 24/7 to accommodate all members, regardless of shift work or time zones.

The FLRA has not yet had the opportunity to rule on the legality of a federal agency monitoring the content of a union Facebook page because no other agency has been so unscrupulous as to engage in this activity. However, several judges at the National Labor Relations Board have recently ruled that it is illegal for private sector employers to monitor even the public Facebook pages of a union or a union activist.

-NWSEO-

**No one cares more for National Weather Service employees than
National Weather Service employees.
No one works harder for National Weather Service employees than
National Weather Service employees.
We are NWSEO.**