

STATE OF CONNECTICUT
LABOR DEPARTMENT
CONNECTICUT STATE BOARD OF LABOR RELATIONS

IN THE MATTER OF	David Hayes, Bristol Federation of Teachers, AFT Local #1464 (RESPONDENT)
-AND-	Edwin E. Garcia (COMPLAINANT)

RESPONDENT'S ADDRESS: BFT 985 Farmington Avenue(Rear), Bristol, CT. 06010

RESPONDENT'S PHONE: (860) 582-6732

COMPLAINT

PURSUANT TO SECTION 10-153e(e) OF THE ACT CONCERNING SCHOOL BOARD-TEACHER NEGOTIATIONS THE UNDERSIGNED ALLEGES THAT THE ABOVE-NAMED RESPONDENT HAS ENGAGED IN AND IS ENGAGING IN PROHIBITED PRACTICES WITHIN THE MEANING OF SECTION 10-153e(b) or (c) OF SAID ACT, IN THAT: (SPECIFY THE PARTICULAR ALLEGED VIOLATION WITH A CLEAR AND CONCISE DESCRIPTION OF THE FACTUAL BASIS FOR THE COMPLAINT, INCLUDING AN ENUMERATION OF THE SUBDIVISIONS OF THE ACT CLAIMED TO HAVE BEEN VIOLATED AND A STATEMENT OF THE RELIEF TO WHICH THE COMPLAINANT DEEMS ITSELF ENTITLED.)

The undersigned files this complaint against one David Hayes, who as president of the complainants employee bargaining unit and employee of the Bristol Public Schools who has engaged in the following retaliatory conduct: 1) In retaliation for the complainant's efforts to insure that a democratic and transparent operation of this collective bargaining organization is maintained, particularly during an election of executive board members held this past September 2012, the respondent contacted the complainant's building administrator to have him discredited, disciplined and terminated from employment. 2) This information came to light on 3/22,/13, during a meeting of the executive board in which an internal dispute between members prompted Mr. Hayes to make a spontaneous exclamation by yelling out at this complainant: "Yeah...I called Pete Winger (Building Administrator) so that he could take care of you and fire you!" Subsequently, on 5/ 10 /12 at approximately 2:05 p.m. the complainant met with Mr. Peter Winger in the presence of a witness, Mrs. Patricia Reitze (teacher) to discuss the threat made by Mr. Hayes. Principal Winger did confirm Mr. Hayes telephone call, conversation and statement. However, Mr. Winger stated that he informed Mr. Hayes that he did not get involved in the internal matters of the Union. The complainant respectfully asks for a cease and desist order preventing and prohibiting the Bristol Federation of Teachers and Bristol Public Schools from taking action against him now and in the future for his union related activities and constitutionally protected speech.

AMENDED COMPLAINT CASE #TUPP30383

SUBSCRIBED AND SWORN TO BEFORE ME THIS

12 DAY OF June, 2013

Leslie Pethybridge
NOTARY PUBLIC
JUSTICE OF THE PEACE
COMMISSIONER OF SUPERIOR COURT
LESLIE PETHYBRIDGE

LESLIE PETHYBRIDGE
Notary Public
My Commission Expires October 31, 2017

Edwin E. Garcia
COMPLAINANT
Edwin E. Garcia
SIGNATURE

Edwin E. Garcia
PRINT NAME & TITLE

COMPLAINANT'S ADDRESS:
30 Croydon Drive
Bloomfield, CT. 06002

COMPLAINANT'S PHONE: 860-523-8016

CERTIFICATION OF SERVICE

I HEREBY CERTIFY THAT, PURSUANT TO SECTION 10-153E(E) OF THE CONNECTICUT GENERAL STATUTES AND SECTION 10-153E-60 OF THE GENERAL REGULATIONS, A COPY OF THE FOREGOING WAS MAILED TO THE RESPONDENT BY REGISTERED OR CERTIFIED MAIL.

Edwin E. Garcia