



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

Department of Justice, Federal Bureau of Prisons, Federal
Correctional Complex
Butner, North Carolina

Charged Party

and

American Federation of Government Employees, Local 408

Charging Party

Case No. AT-CA-14-0559

SETTLEMENT AGREEMENT

Subject to the approval of the Regional Director for the Federal Labor Relations Authority, the Charged Party and the Charging Party agree to settle the above-captioned case as follows:

POSTING OF NOTICE – After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notices to the Charged Party. The Notices will be signed and dated by Warden Kenny Atkinson and then immediately posted in conspicuous places, including bulletin boards and all other places where notices to employees are customarily posted at the Federal Correctional Complex, Butner, North Carolina. The Charged Party will keep the Notices posted and maintained for 60 consecutive days from the date of posting.

COMPLIANCE WITH NOTICE – The Charged Party will comply with all the terms and provisions of the Notice.


SCOPE OF THE AGREEMENT – This Agreement settles only the allegations in the above-captioned case, and does not settle any other pending cases or matters. This Agreement in no way precludes any person's right to file charges, or the General Counsel's right to investigate and issue complaints, based upon matters that precede the approval date of this Agreement.

PARTIES TO THE AGREEMENT – If the Charging Party declines to become a party to this Agreement and the Regional Director determines that it will effectuate the policies of the Statute, the Regional Director may approve this Agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement will be between the Charged Party and the Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement by filing an appeal with the General Counsel. If the General Counsel does not sustain the Regional Director's approval, this Agreement will be null and void. Approval of this Agreement by the Regional Director constitutes withdrawal of any Complaint and Notice of Hearing issued in this case.

PERFORMANCE – Performance by the Charged Party of the terms and provisions of this Agreement will

commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance will commence immediately upon receipt by the Charged Party of notice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE – The Charged Party will notify the Regional Director in writing of the steps the Agency has taken to comply with the Agreement. The Charged Party’s compliance notification will be made within five (5) days, and again after sixty (60) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter into this Agreement, after the receipt of notice that no appeal has been filed or that the General Counsel has sustained the Regional Director. No further action will be taken in the above case provided the Charged Party complies with the terms and provisions of the Agreement and the Notice.

<p>Charged Party</p> <p>Department of Justice, Federal Bureau of Prisons, Federal Correctional Complex Butner, North Carolina</p>	<p>Charging Party</p> <p>American Federation of Government Employees, (AFGE Local 408)</p>
<p>Signature and Date:</p>  <p>3/23/15</p>	<p>Signature and Date:</p> <p>Cherry Daniel Executive Vice President Local 408</p>
<p>Name and Title:</p> <p>Kenny Atkinson Complex Warden</p>	<p>Name and Title:</p> <p>3/25/15</p>
<p>Approved By:</p> <p>Regional Director</p>	<p>Date:</p>



NOTICE TO ALL EMPLOYEES



DISTRIBUTED
PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
FEDERAL LABOR RELATIONS AUTHORITY

WE WILL respond to information requests in a timely manner.

WE WILL inform the American Federation of Government Employees, Local 408 when it asks for information that does not exist of that fact as obligated under section 7114(b)(4) of the Statute.

WE WILL NOT, in any like or related manner, interfere with employees in the exercise of their rights under the Federal Service Labor-Management Relations Statute.

Department of Justice
Federal Bureau of Prisons
Federal Correctional Complex
Butner, North Carolina

(Agency or Activity)

Dated

3/27/15

By **Kenny Atkinson**
Complex Warden

(Title)