



# NOTICE TO ALL EMPLOYEES



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

**WE WILL return Room 4023 to its previous state as an employee break room.**

**WE WILL bargain with AFGE, Local 408, to the extent required by the Federal Service Labor-Management Relations Statute, over all future changes to employee break rooms.**

**WE WILL NOT in any like or related manner interfere with, restrain, or coerce our employees in the exercise of their rights assured by the Federal Service Labor-Management Relations Statute.**

**Department of Justice, Federal Bureau of Prisons, FCC Butner**

*(Agency or Activity)*

Dated \_\_\_\_\_

05-22-2013

By \_\_\_\_\_

**THIS IS AN OFFICIAL NOTICE**

**THIS NOTICE MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL**

If employees have any question concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

Federal Labor Relations Authority  
Washington Regional Office  
1400 K. Street, NW, Second Floor  
Washington, DC 20424-0001  
Phone: 202-357-6029  
Fax: 202-482-6724  
Case No. WA-CA-13-0223



UNITED STATES OF AMERICA  
FEDERAL LABOR RELATIONS AUTHORITY

DEPARTMENT OF JUSTICE, FEDERAL BUREAU OF PRISONS,  
FCC BUTNER

Respondent

and

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES,  
LOCAL 408

Charging Party

Case No. WA-CA-13-0223

**SETTLEMENT AGREEMENT  
(AGENCY RESPONDENT)**

The undersigned Agency and the undersigned Charging Party in settlement of the above matter, and subject to the approval of the Regional Director on behalf of the Federal Labor Relations Authority, **HEREBY AGREE AS FOLLOWS:**

**ACTION TO BE TAKEN** – (1) The Agency will return Room 4023 at FCC Butner to status quo ante by returning all furniture, equipment and appliances and restoring Room 4023 an employee break room on the 4<sup>th</sup> floor by May 23, 2013. (2) If/when the Agency determines that Room 4023 should be converted to another use, the Agency will provide Local 408 with notice and opportunity to bargain, prior to the implementation of the change.

**POSTING OF NOTICE** – The Agency will post copies of the Notice to All Employees, attached hereto and made a part hereof, in conspicuous places at FCC Butner where bargaining unit employees represented by the American Federation of Government Employees, Local 408 work, including all bulletin boards and other places where notices to employees are customarily posted, for a period of at least sixty (60) days from the date of posting. The Notice will be signed by Craig Apker, Complex Warden.

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

**REFUSAL TO ISSUE COMPLAINT** – In the event the Charging Party fails or refuses to become a party to this Agreement, and if the Regional Director concludes that it will effectuate the policies of the Statute, she shall decline to issue a Complaint herein and this Agreement shall be between the Agency and the undersigned Regional Director. A review of such action may be obtained pursuant to Section 2423.11(c) and (d) of the Authority's Regulations. This Agreement is contingent upon the General Counsel sustaining the Regional Director's action in the event of an appeal. Approval of this Agreement by the Regional Director shall

constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in this case.

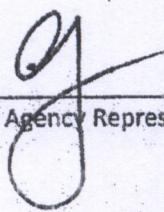
**PERFORMANCE** – Performance by the Agency of the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Agency of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

**NOTIFICATION OF COMPLIANCE** – The Agency will notify the Regional Director in writing what steps the Agency has taken to comply herewith. Such notification shall be made fifteen (15) days and again after sixty (60) 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.

**COMPLIANCE WITH SETTLEMENT AGREEMENT** – Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above case.

Department of Justice, Federal Bureau of Prisons,  
FCC Butner  
(Agency)

American Federation of Government Employees,  
Local 408  
(Charging Party)



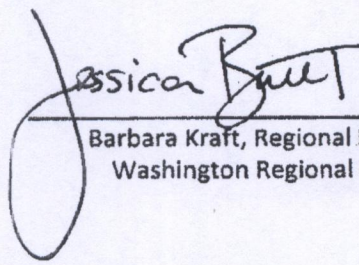
05-22-2013

By: Agency Representative Date

Cheryl Daniel 2nd VP Local 408 5/29/13

By: Union Representative Date

Approved Date: 5/29/13

 acting Regional Director  
Barbara Kraft, Regional Director  
Washington Regional Office



UNITED STATES OF AMERICA  
FEDERAL LABOR RELATIONS AUTHORITY  
Washington Regional Office  
1400 K Street, NW, Second Floor • Washington, DC 20424-0001  
(202) 357-6029 FAX: (202) 482-6724

May 29, 2013

Joseph Powers  
Federal Bureau of Prisons  
Labor Relations Branch  
320 First Street NW, Rm 236  
Washington, DC 20534

Re: Department of Justice, Federal Bureau of Prisons,  
FCC Butner and AFGE, Local 408, AFL-CIO  
Case No. WA-CA-13-0223

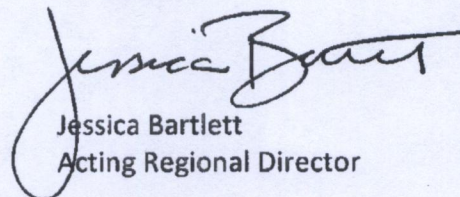
Dear Mr. Powers:

The Settlement Agreement entered into by the parties in the subject case has been approved and the Agency should now begin to comply with the terms of the Agreement.

Please notify the Region in writing within fifteen days (15) and again after sixty days (60) of the steps taken to comply with the requirements of the Agreement. The Charging Party should be served with copies of your compliance correspondence to the Region.

If you require any assistance or further information concerning compliance in this matter, please contact Attorney Doug Guerrin at (202) 357-6027.

Sincerely,

  
Jessica Bartlett  
Acting Regional Director

Enclosure: Settlement Agreement  
Notice to Employees

cc: Cheryl Daniel  
AFGE, Local 408  
P.O. Box 1600  
Butner, NC 27509