



UNITED STATES OF AMERICA  
FEDERAL LABOR RELATIONS AUTHORITY  
Atlanta Region

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

Charged Party,

Case No. WA-CA-14-0110

and

American Federation of Government Employees, AFL-  
CIO, Local 408,

Charging Party

**SETTLEMENT AGREEMENT**

Subject to the approval of the Atlanta 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 Complex 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 Medical Center Butner. The Charged Party will keep the Notices posted and maintained for 60 consecutive days from the date of posting.

**E-MAILING NOTICE** – The Charged Party will email a copy of the signed and dated Notice to all employees in the bargaining unit represented by AFGE Local 408. The message of the e-mail transmitted with the Notice will state: “We are distributing the attached Notice to you pursuant to a Settlement Agreement approved by the Regional Director of the Federal Labor Relations Authority’s Atlanta Regional Office in Case No. WA-CA-14-0110.”

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

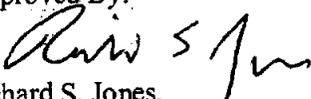
**SCOPE OF THE AGREEMENT** – This Agreement settles only the allegations in the above-captioned case, and does not settle any other pending cases or matters. This Agreement in no way precludes any person’s right to file charges, or the General Counsel’s right to investigate and issue complaints, based 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 Atlanta 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 Atlanta 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 Atlanta Regional Director's approval, this Agreement will be null and void. Approval of this Agreement by the Atlanta 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 Atlanta 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 Atlanta 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 Atlanta 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.

Department of Justice, Federal Bureau of Prisons, Butner Federal Correctional Complex, Federal Medical Center Butner, North Carolina <b>Charged Party</b>	American Federation of Government Employees, AFL-CIO, Local 408 <b>Charging Party</b>
Charged Party Rep Signature:  <u>/s/ Kenny Atkinson</u> <u>7-15-14</u> Date	Charging Party Rep Signature:  <u>Edwin E. Kirton</u> <u>7-25-14</u> Date
Printed Name and Title:  Kenny Atkinson, Warden	Printed Name and Title:  Edwin E. Kirton, III 1st Vice President, Local 408
Approved By:  Richard S. Jones, Atlanta Regional Director	Date: 8-12-14



# NOTICE TO ALL EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT  
APPROVED BY A REGIONAL DIRECTOR OF THE  
FEDERAL LABOR RELATIONS AUTHORITY  
FOR CHARGE NO. WA-CA-14-0110

**WE WILL NOT**, through our Nurse Managers, interrogate our employees about who had called the Union concerning staffing issues. We recognize that our employees may freely and without interference, restraint or coercion exercise their rights under the Federal Service Labor-Management Relations Statute, including their right to seek help from the the American Federation of Government Employees, AFL-CIO, Local 408.

**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.

Kenny Atkinson  
Complex Warden  
FCC Butner

(Name, Title, and Agency)

Dated

3/20/14

By

(Signature)

THIS IS AN OFFICIAL NOTICE

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING,  
AND 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 Atlanta Regional Director for the Federal Labor Relations Authority whose address is:

Federal Labor Relations Authority  
Atlanta Regional Office  
South Tower - Suite 1900  
225 Peachtree Street, N.E.  
Atlanta, GA 30303  
(404) 331-5300  
(404) 331-5280 (fax)  
Case No. WA-CA-14-0110