



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

Department of Justice
Federal Bureau of Prisons
Federal Correctional Complex
Bunter, North Carolina
Charged Party

and

American Federation of Government
Employees, Local 408
Charging Party

Case No. AT-CA-15-0328

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 Notice to the Charged Party. The Notice will be signed and dated by the Complex Warden and then immediately posted in conspicuous places, including bulletin boards and all other places where notices to employees are customarily posted at the facility. 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. Furthermore, the Charged Party will only negotiate over the dates included in paragraph 10 of the Memorandum of Understanding signed by Edwin Kirton and Stacy Brown-Satterwhite on February 5, 2015 (the “MOU”). The other provisions of the MOU will not be changed unless by mutual agreement by the parties. The Complex Warden will sign the revised MOU immediately upon completion of negotiations.


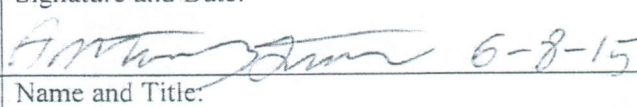
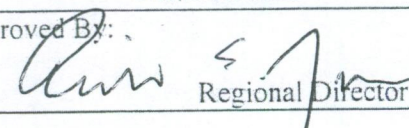
SCOPE OF THE AGREEMENT – This Agreement settles only the allegations in the above-captioned case, and does not settle any other pending cases or matters. This Agreement in no way precludes any person’s right to file charges, or the General Counsel’s right to investigate and issue complaints, based upon 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 Charged Party has taken to comply with the Agreement. The Charged Party's compliance notification will be made within 30 days, and again after 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.

Charged Party	Charging Party
Signature and Date:  6/8/15	Signature and Date:  6-8-15
Name and Title: Kenny Atkinson Complex Warden	Name and Title: ANTHONY LITTLE, PRESIDENT
Approved By:  Regional Director 6-9-15	Date: 6-8-15



NOTICE TO ALL EMPLOYEES



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

WE WILL NOT bargain in bad faith by assigning a representative to represent the Agency then refuse to sign and implement the agreement negotiated by that representative;

WE WILL negotiate in new dates to implement the Nursing Assistant Memorandum of Understanding with the American Federation of Government Employees, Local 408;

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

Dated

6/8/15

By

(Signature)

Kenny Atkinson
Complex Warden

(Agency or Activity)

(Title)

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 Regional Director for the Federal Labor Relations Authority whose address is:

Federal Labor Relations Authority
Atlanta Regional Office
225 Peachtree Street, N.E., Suite 1950
Atlanta, GA 30303
(404) 331-5300
(404) 331-5280 (fax)
Case Nos. AT-CA-15-0328