

# NOTICE TO ALL EMPLOYEES

DISTRIBUTED  
PURSUANT TO A SETTLEMENT AGREEMENT

**WE DID NOT** complete impact and implementation negotiations with American Federation of Government Employees, Local 408 (the "Union") before implementing mandatory overtime on November 9, 2014.

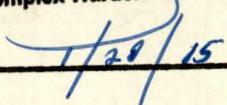
In the future, **WE WILL** conduct impact and implementation negotiations with the Union before assigning mandatory overtime to bargaining unit employees;

**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.

By: \_\_\_\_\_

  
Kenny Atkinson  
Complex Warden

Date: \_\_\_\_\_

  
11/20/15

(CD)

**SETTLEMENT AGREEMENT**

In resolution of Charge No. AT-CA-15-0092 (the "Charge") the Department of Justice, Federal Bureau of Prisons, FCC Butner, North Carolina (the "Agency") and the American Federation of Government Employees, Local 408 (the "Union") agree as follows:

1. The Agency will send the attached notice, signed by the warden, to all bargaining unit employees by e-mail and will attach the notice to bulletin boards where such notices are customarily posted within 14 business days of the execution of this agreement by both parties. Further, the notice on bulletin boards will remain posted for 60 days.
2. Upon execution of this Agreement, the Union agrees that the Regional Director of the Atlanta Region of the Federal Labor Relations Authority will withdraw the Charge.

For the Agency:

Signed: ~~Kenny Atkinson  
Complex Warden~~

Date: 1/20/15

For the Union:

Signed: Cheryl Daniel  
Executive Vice President  
Local 408

Date: 1/12/2015