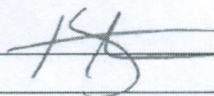
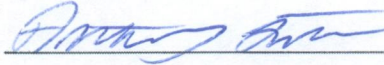


ULP RESOLUTION

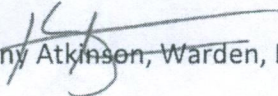
In an effort to resolve ULP Charge Nos. AT-CA-14-0433, 0445, 0446 and 0448, on which the FLRA has issued a consolidated Complaint for hearing on April 7, 2015, the Department of Justice, Federal Bureau of Prisons, Butner Federal Correctional Complex (the Activity) and the American Federation of Government Employees, AFL-CIO, Local 408 (the Union) agree as follows:

1. The amicable settlement of disputes between Federal Agencies, Federal employees and Federal employee unions is encouraged and contributes to the public interest.
2. By entering into this ULP Resolution, neither party is waiving any of their respective rights, nor is the Activity admitting any violation of the Federal Service Labor-Management Relations Statute (the Statute).
3. Within 14 days of the date of the last signature on this ULP Resolution, the Warden of FCC Butner will issue a Memorandum of Assurance to the Union based on the attached template.
4. The parties shall complete a joint review of the post orders issued on or about April 8, 2014, by FMC Butner through Captain Wilson within 4 calendar months from the date of the last signature on this ULP Resolution. Within 14 days of the completion of the review, the Union may, in writing, request bargaining on any of the changes in working conditions made by the post orders that are within the scope of the duty to bargain under the Statute. The parties will thereafter bargain in good faith, and the results of such bargaining will be retroactive to the date a revised post order was adopted by the Activity.
5. The parties agree that the execution of this ULP Resolution by both parties is a request by the Union to withdraw ULP Charge Nos. AT-CA-14-0433, 0445, 0446, and 0448.

Department of Justice, Federal Bureau of Prisons, Butner Federal Correctional Complex	American Federation of Government Employees, AFL-CIO, Local 408
Agency Rep Signature:  Date <u>2/20/15</u>	Union Rep Signature:  Date <u>2-24-15</u>
Printed Name and Title: <p style="text-align: center;">Kenny Atkinson Complex Warden</p>	Printed Name and Title: <p style="text-align: center;">ANTHONY LITTLE PRESIDENT</p>

Memorandum of Assurance

To: Mr. Anthony Little, AFGE Local 408 President

From :  Kenny Atkinson, Warden, FCC Butner

Subj.: Revisions to Post Orders

Date:

Please be assured that I have sent an e-mail to my staff reminding them that, under the Master Agreement and the Federal Service Labor-Management Relations Statute, prior to implementing a revision to a post order that changes conditions of employment for bargaining unit employees, we are to provide AFGE Local 408 with notice of the change and an opportunity to bargain over those aspects of the change that are within the duty to bargain. I further advised my staff that if they are considering a revision to a post order, they should consult with our Human Resources office about whether the proposed change falls under this requirement.