

Federal of Bureau of Prisons  
Federal Correctional Institution  
Forrest City, Arkansas

- Respondent

and

Case No. DA-CA-12-0472

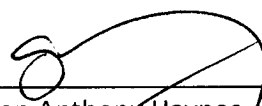
American Federation of Government Employees, AFL-CIO  
Council of Prison Locals  
Local 0922

- Charging Party

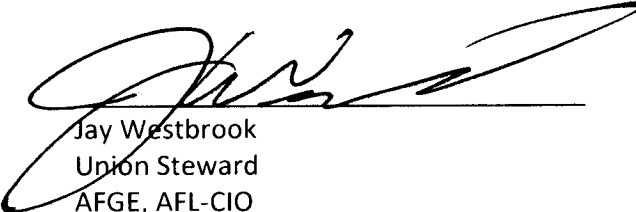
### MEMORANDUM OF UNDERSTANDING

This agreement has been entered into by the parties in an effort to enhance labor-management relations and to resolve the pending Unfair Labor Practice (ULP) charge, Case No. DA-CA-12-0472. The Federal Bureau of Prisons, Federal Correctional Institution, Forrest City, Arkansas (Activity) and the American Federation of Government Employees, AFL-CIO, Council of Prison Locals, Local 0922 (Union) agree to the following:

1. The Activity and the Union affirm their commitment to abide by the provisions of the Federal Service Labor-Management Relations Statute and the negotiated agreements between the parties.
2. The Activity will distribute the attached letter regarding the Activity's obligations under the Federal Service Labor-Management Relations Statute, by email, to bargaining unit employees.
3. By signing this agreement, the Union requests to withdraw the unfair labor practice charge, Case No. DA-CA-12-0472, filed against the Activity on August 16, 2012.

  
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Warden Anthony Haynes  
Federal Bureau of Prisons  
Federal Correctional Institution  
Forrest City, Arkansas

7-12-2013  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jay Westbrook  
Union Steward  
AFGE, AFL-CIO  
Council of Prison Locals  
Local 0922

7-17-13  
\_\_\_\_\_  
Date



U.S. Department of Justice

Federal Bureau of Prisons

*Federal Correctional Complex*

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P.O. Box 7000

Forrest City, AR 72336-7000

To: All Employees

Subject: Federal Service Labor-Management Relations Statute

By enacting the Federal Service Labor-Management Relations Statute, Congress established statutory protection of the right of federal employees to organize, bargain collectively, and participate through labor organizations of their own choosing. This law set forth certain responsibilities for managers and union officials in the conduct of their activities.

The Statute is complex, often supplemented by interpretations from the Federal Labor Relations Authority and federal courts. It takes substantial diligence to abide by the many requirements. For example, it is an unfair labor practice to make statements to employees that interfere with, restrain, or coerce employees in the exercise of their rights to form, join, or assist any labor organization. This can include statements which interfere with the right of the AFGE, AFL-CIO, Local 0922, to assist an employee in the resolution of an employment problem or that disparage representatives of the Union. These are only examples of many potential problem areas.

As managers and supervisors, we understand that an important way to show concern for our workers' welfare is to understand the laws that govern the workplace and to make good faith efforts to abide by those laws. If you ever have any questions regarding how to handle a specific problem or situation, please feel free to raise the issue through the Union with the appropriate manager or supervisor, including me. I am confident that, working together, management and labor can resolve almost any issue, no matter how complex.

Sincerely,

Warden 