



NOTICE TO ALL EMPLOYEES

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

WE WILL NOT fail or refuse to bargain in good faith with the American Federation of Government Employees, Local 0922 (Union), the exclusive representative of bargaining unit employees, by bypassing the Union and dealing directly with bargaining unit employees regarding changes to their conditions of employment.

WE WILL NOT interfere with the right of employees to rely on the Union to negotiate over changes to working conditions on their behalf.

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 Statute.

A handwritten signature in black ink, appearing to be "W. J. ...", written over a horizontal line.

Warden
Federal Correctional Institution
Forrest City, Arkansas



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
DALLAS REGION

Federal Bureau of Prisons
Federal Correctional Institution
Forrest City, Arkansas

and

Case No. DA-CA-14-0249

American Federation of Government Employees
Local 0922, AFL-CIO

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 a copy of the approved Notice to Employees to the Charged Party. The Notice will be signed and dated by Warden Rivera, and then will be electronically distributed to bargaining unit employees, as set forth in the next paragraph. No paper copy of the Notice will be posted by the Charged Party.

ELECTRONIC DISTRIBUTION OF NOTICE – The Charged Party will post a signed copy of the Notice to Employees on its web page electronic bulletin board. The Notice will be posted on the electronic bulletin board for 60 calendar days. On the same day that the Notice is posted on the electronic bulletin board, the Charged Party will email a link to the Notice posted on the electronic bulletin board, to all employees represented by the Charging Party who work at the Federal Correctional Institution, Forrest City, Arkansas. The message of the e-mail transmitted with the Notice will state: “Pursuant to a Settlement Agreement approved by the Regional Director of the Federal Labor Relations Authority’s Dallas Regional Office in Case No. DA-CA-14-0249, a Notice to Employees has been posted on the web page electronic bulletin board for your review. Please click on the link to view the Notice. [INSERT LINK HERE] “

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

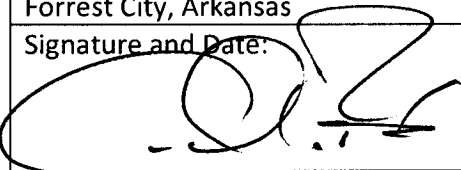
SCOPE OF THE AGREEMENT – This Agreement settles only the allegations in the above-captioned case, and does not settle any other pending cases or matters. This Agreement in no way precludes any person’s right to file charges, or the General Counsel’s right to investigate and issue complaints, based upon 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 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 it has taken to comply with the Agreement. The Charged Party’s compliance notification will be made within fourteen (14) 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 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 Federal Bureau of Prisons Federal Correctional Institution Forrest City, Arkansas	Charging Party American Federation of Government Employees Local 0922, AFL-CIO
Signature and Date:  9/12/14	Signature and Date:
Name and Title: C.V. Rivera, Warden	Name and Title:
Approved By: Dallas Regional Director	Date: