



NOTICE TO ALL EMPLOYEES



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

WE HEREBY NOTIFY OUR EMPLOYEES THAT:

WE WILL NOT make statements to employees which interfere with, restrain, or coerce employees in the exercise of their rights to form, join, or assist any labor organization, including the right to seek the labor organization's assistance in the resolution of an employment problem, or to refrain from any such activity, freely and without fear of penalty or reprisal, when an employee brings any issue to the American Federation of Government Employees, Local 171, AFL-CIO, the exclusive representative.

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 Federal Service Labor Management Relations Statute to form, join, or assist a labor organization, including the right to seek the labor organization's assistance in the resolution of an employment problem.

Warden
Federal Correctional Institution El Reno

Dated 6-27-13

By: *Dallas B. Jones*
(Signature) (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, DEFACTED OR COVERED BY ANY OTHER MATERIAL.

If employees have any questions 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:

525 S. Griffin, Suite 926, LB 107
Dallas, TX 75202
214-767-6266

UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

Federal Bureau of Prisons
Federal Correctional Institution
El Reno, Oklahoma
-Respondent

and

Case No. DA-CA-13-0139

American Federation of Government Employees
Council of Prison Locals 33
Local 171, AFL-CIO
-Charging Party

**SETTLEMENT AGREEMENT
(AGENCY RESPONDENT)**

The undersigned Agency and the undersigned Charging Party in settlement of the above matter, and subject to the approval of the Regional Director on behalf of the Federal Labor Relations Authority, **HEREBY AGREE AS FOLLOWS:**

POSTING OF NOTICE - The Agency will post copies of the Notice To All Employees, attached hereto and made a part hereof, in conspicuous places, including all bulletin boards and other places where notices to employees are customarily posted, for a period of at least sixty (60) days from the date of posting.

OTHER ACTION TO BE TAKEN -

The Notice to Employees will be signed by the Warden of the FCI El Reno and will be posted on bulletin boards where notices to employees represented by AFGE Local 171 are customarily posted at the FCI El Reno. The Notice will also be sent to employees electronically. When the Notice is disseminated electronically, the cover email from the Warden will state: "We are distributing the attached Notice to All Employees to you pursuant to a Settlement Agreement approved by the Regional Director of the FLRA Dallas Region in Case No. DA-CA-13-0139."

COMPLIANCE WITH NOTICE - The Agency will comply with all the terms and provisions of said Notice.

REFUSAL TO ISSUE COMPLAINT - In the event the Charging Party fails or refuses to become a party to this Agreement, then, if the Regional Director concludes that it will effectuate the policies of Chapter 71 of Title 5 of the U.S.C., he shall decline to issue a

Complaint herein and this Agreement shall be between the Agency and the undersigned Regional Director. A review of such action may be obtained pursuant to Section 2423.11(b)(2) of the Regulations of the Federal Labor Relations Authority if an appeal is filed within twenty-five (25) days thereof. This Agreement is contingent upon the General Counsel sustaining the Regional Director's action in the event of an appeal. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in this case.

PERFORMANCE - Performance by the Agency of the terms and provisions of this Agreement shall 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 shall commence immediately upon receipt by the Agency of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE - The undersigned (party) (parties) to this Agreement will notify the Regional Director in writing what steps the Agency has taken to comply herewith. Such notification shall be made within five (5) 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 advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

COMPLIANCE WITH SETTLEMENT AGREEMENT - Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above case.

Federal Bureau of Prisons
Federal Correctional Institution
El Reno, Oklahoma

American Federation of Government Employees
Council of Prison Local 33
Local 171, AFL-CIO

(Agency)

(Charging Party)

Dallas B. Jones, Acting Warden
By: (Type or print name and title.)

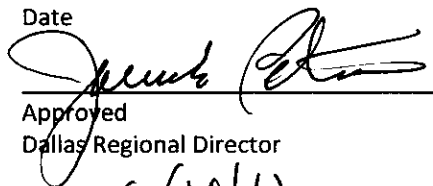
J. Lepird, Local 171 Steward
By: (Type or print name and title.)

/s/ Dallas B. Jones
(Signature)

/s/ J. Lepird
(Signature)

6-14-13
Date

6/17/13
Date



Approved
Dallas Regional Director
6/20/13
Date