

FEDERAL LABOR RELATIONS AUTHORITY

DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF PRISONS
FEDERAL CORRECTIONAL INSTITUTION WILLIAMSBURG
SALTERS, SOUTH CAROLINA

Respondent

and

Case No. AT-CA-11-0456

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES,
LOCAL 525

Charging Party

SETTLEMENT AGREEMENT

The undersigned Respondent and the undersigned Charging Party in settlement of the above matter, and subject to the approval of the Acting Regional Director for the Federal Labor Relations Authority, HEREBY AGREE AS FOLLOWS:

- 1. The Department of Justice, Federal Bureau of Prisons, Federal Correctional Institution, Salters, South Carolina (the Respondent or the Agency) agrees to post the attached Notice, signed by Warden John Owen, (incorporated herein and made a part of this settlement agreement) on the Respondent's web page electronic bulletin board. This Notice will be posted for sixty (60) days. The Respondent will post this Notice within ten (10) days from the date of the Regional Director's approval of this agreement.
2. Once the Notice described in paragraph 1 is posted as set forth above, the Respondent, agrees to send an email from the Warden's mailbox to all bargaining unit employees at the Respondent stating, "Pursuant to a settlement agreement between FCI Williamsburg and AFGE Local 525, a notice is posted on the web page electronic bulletin board for your review. Please see the attached link [INSERT LINK HERE]"
3. The Respondent agrees to comply with the terms of the Notice.
4. The Respondent assures the Union that it makes every effort to provide the Union with notification of EEO interviews that qualify as formal discussions. In this particular case, the contract EEO investigator did not inform Agency management officials about the scheduled interview.

REFUSAL TO ISSUE COMPLAINT - In the event the Charging Party fails or refuses to become a party to this Agreement, and if the Acting Regional Director concludes that it will effectuate the policies of Chapter 71 of Title 5 of the U.S.C., this Agreement shall be between the Agency and the undersigned Acting 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 Acting Regional Director's action in the event of an appeal. Contingent upon compliance, the approval of this Agreement by the Acting Regional Director shall constitute a 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 will commence as set forth above after the Acting Regional Director approves the Agreement or, in the event the Charging Party does not enter this Agreement, performance will commence immediately upon receipt by the Agency of advice that no appeal has been filed or that the General Counsel has sustained the Acting Regional Director's decision to approve the Agreement.

NOTIFICATION OF COMPLIANCE - The parties to this Agreement will notify the Acting Regional Director in writing what steps the Agency has taken to comply with the terms of the Agreement. Such notification will be made within thirty (30) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter this Agreement, after the receipt of advice that no appeal has been filed or that the General Counsel has sustained the Acting Regional Director.

COMPLIANCE WITH SETTLEMENT AGREEMENT - Upon approval by the Acting Regional Director this agreement will hold in abeyance any Complaint(s) and Notice of Hearing(s) previously issued in the case. Contingent upon compliance with the terms and provisions of this agreement all Complaint(s) and Notice of Hearing(s) heretofore issued in this case will be considered withdrawn. Failure to comply with the terms and provisions of the agreement will result in the Complaint(s) being reinstated.

DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF PRISONS
FEDERAL CORRECTIONAL INSTITUTION
SALTERS, SOUTH CAROLINA

By: JOHN OWEN
Warden
(Type or Print Name and Title)

2-14-12
(Date)

(Signature)

Approved by:
Acting Regional Director (Date)

AMERICAN FEDERATION OF GOVERNMENT
EMPLOYEES, LOCAL 525

By: THOMAS PEAVY
President
(Type or Print Name and Title)

2/14/12
(Date)

(Signature)

Approved by:
Acting Regional Director (Date)