

#### UNITED STATES OF AMERICA

#### FEDERAL LABOR RELATIONS AUTHORITY

South Tower – Suite 1950 225 Peachtree Street, NE Atlanta, GA 30303

Telephone 404/331-5300

Fax 404/331-5280

June 17, 2010

Angie Wiesman, Esquire Assistant General Counsel Federal Bureau of Prisons Office of the General Counsel Labor Law Branch, Building 2000 3800 Camp Creek Parkway, SW Atlanta, GA 30331-6226

Re:

Department of Justice Federal Bureau of Prisons

Federal Correctional Institution, Williamsburg

and

American Federation of Government Employees,

Local 525

Salters, South Carolina Case No. AT-CA-10-0108

### Dear Ms. Wiesman:

I have approved the Settlement Agreement executed in the captioned case. The Respondent now should begin to comply with the terms of the Agreement.

A copy of the Agreement and six (6) copies of the Notice to All Employees are enclosed. As specified in the Agreement, copies of the Notice should be signed by Warden John Owen, and posted in conspicuous places, including all bulletin boards where notices to employees are traditionally posted at the FCI Williamsburg facility for a period of at least thirty (30) consecutive days from the date of the posting. The Agency is responsible for making a sufficient number of copies to fulfill that obligation. The Agency also must take steps to ensure that the Notice is not altered, defaced, or covered by other material.

The Agency is required to notify me in writing within thirty (30) days of your receipt of this letter of the steps taken to comply with the requirements of the Agreement. Upon the expiration of the 30-day posting period, the Agency must certify to me in writing that the requisite posting of the Notice has been completed. The Union should be served with copies of the notification and the certification.

If you require any assistance or further information concerning compliance in this matter, please contact Melissa M. Hardy, Compliance Officer at (404) 331-5300, ext. 5011, or by e-mail at mhardy@flra.gov.

Sincerely,

Richard S. Jones

**Acting Regional Director** 

Ruh 5 1 mg

# **Enclosures**

cc: Thomas Peavy, President AFGE, Local 525 P. O. Box 815

Salters, SC 29590

#### **UNITED STATES OF AMERICA**

## FEDERAL LABOR RELATIONS AUTHORITY

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

Respondent

and

Case No. AT-CA-10-0108

# AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL 525

# **Charging Party**

#### **SETTLEMENT AGREEMENT**

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

- 1. The Department of Justice, Federal Bureau of Prisons, Federal Correctional Institute Williamsburg, 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) at all bulletin boards where notices to employees are traditionally posted at the Agency. This Notice will be posted for thirty (30) days. The Respondent will post this Notice within ten (10) days from the date of the Regional Director's approval of this agreement.
- 2. The Respondent agrees to comply with the terms of the Notice.

FUSAL TO ISSUE COMPLAINT - In the event the Charging Party fails or refuses to become a party to this Agreement, and if the 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 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. Contingent upon compliance, the approval of this Agreement by the 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 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 Regional Director's decision to approve the Agreement.

**NOTIFICATION OF COMPLIANCE** - The parties to this Agreement will notify the 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 Regional Director.

**COMPLIANCE WITH SETTLEMENT AGREEMENT** – Upon approval by the 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 EDERAL BUREAU OF PRISONS EDERAL CORRECTIONAL INSTITUTE WILLIAMSBURG SALTERS, SOUTH CAROLINA		AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL 525	
By: John Owen Warden	6/14/10	By: Thomas Peavy AFGE Local 525 President	6/11/10
(Type or Print Name and Title)	(Date)	(Type or Print Name and Title)	(Date)
/s/ John Owen		/s/ Thomas Peavy	·
(Signature)		Approved by:  Regional Director	6/14/10 (Date)



# NOTICE TO ALL EMPLOYEES



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

WE WILL NOT interfere with rights of employees at the Federal Correctional Institute Williamsburg in Salters, South Carolina, to seek assistance from the American Federation of Government Employees, Local 525.

WE WILL NOT interfere with rights of Union representatives at FCI Williamsburg by ordering them, under threat of discipline, to reveal information learned in their roles as Union representatives.

WE WILL NOT, in any like or related manner, interfere with FCI Williamsburg employees in the exercise of rights assured them by the Federal Service Labor-Management Relations Statute.

	Federal Bureau of Prisons  Federal Correctional Institute Willia  Salters, South Carolina	msburg	
	(Agency or Activity)		
Dated	Ву		
	(Signature)	(Title)	

**Department of Justice** 

THIS IS AN OFFICIAL NOTICE
THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING,
AND MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL

If employees have any question 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:

Federal Labor Relations Authority
Atlanta Regional Office
225 Peachtree Street, N.E., Suite 1950
Atlanta, GA 30303
(404) 331-5300
(404) 331-5280 (fax)
Case No. AT-CA-10-0108