

UNITED STATES OF AMERICA  
FEDERAL LABOR RELATIONS AUTHORITY

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

(Respondent)

and

Case No. AT-CA-10-0280

AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES, AFL-CIO,  
COUNCIL OF PRISON LOCALS #33,  
LOCAL 525,

(Charging Party)

**SETTLEMENT AGREEMENT**

The undersigned Department of Justice, Federal Bureau of Prisons, Federal Correctional Institution, Williamsburg, South Carolina (Respondent) and the undersigned American Federation of Government Employees, AFL-CIO, Council of Prison Locals #33, Local 525 (Local 525 or 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. Respondent shall post the attached Notice, signed by the Warden, FCI Williamsburg (incorporated herein and made a part of this settlement agreement). Respondent shall post copies of said Notice and maintain them for 60 consecutive days thereafter in conspicuous places, including all bulletin boards and other places where notices to employees are customarily posted. Reasonable steps shall be taken to ensure that such Notices are not altered, defaced, or covered by any other material.
2. The Respondent shall comply with the terms of the Notice.
3. Respondent shall take the following affirmative action in order to effectuate the purposes and policies of the Statute:
  - (a) Respond promptly to requests by Local 525 for dates on which the Respondent is available to meet and negotiate, and thereafter meet with Local 525 at reasonable times and intervals with a sincere resolve to reach an agreement concerning Compressed Work Schedules for bargaining unit employees in the Food Services Department.
  - (b) Pursuant to § 2423.41(e) of the Authority's Regulations, notify the Regional Director, Atlanta Region, Federal Labor Relations Authority, in writing, within 30 days from the date of this Order, as to what steps have been taken to comply herewith.

**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 and Notice of Hearing heretofore issued in this case.

**PERFORMANCE** - Performance by the Respondent 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 Respondent 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 Respondent 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,  
WILLIAMSBURG, SOUTH CAROLINA

By: ALICIA DANIELS-LEWIS, ESQ,  
Assistant General Counsel  
\_\_\_\_\_  
(Type or Print Name and Title) (Date)

\_\_\_\_\_  
(Signature)

AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES, AFL-CIO,  
LOCAL 525

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

\_\_\_\_\_  
(Signature)

Approved by: \_\_\_\_\_  
Acting Regional Director (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** unilaterally implement compressed work schedules for bargaining unit employees in the Food Services Department without first notifying the American Federation of Government Employees, AFL-CIO, Local 525 (AFGE), the exclusive representative of our employees, and fulfilling our obligation to bargain regarding procedures for implementing the compressed work schedules.

**WE WILL NOT** refuse, upon request, to negotiate with AFGE regarding compressed work schedules for bargaining unit employees in the Food Services Department

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

Warden  
Department of Justice  
Federal Bureau of Prisons  
Federal Correctional Institution,  
Williamsburg, South Carolina

\_\_\_\_\_  
*(Agency or Activity)*

Dated \_\_\_\_\_ By \_\_\_\_\_  
*(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, 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 Acting Regional Director for the Federal Labor Relations Authority whose address is:

Federal Labor Relations Authority  
Atlanta Regional Office  
South Tower - Suite 1950  
225 Peachtree Center Avenue  
Atlanta, GA 30303  
(404) 331-5300  
(404) 331-5280 (fax)  
Case No. AT-CA-10-0280

FLRA Form 55  
(Rev. 7/89)