



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

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

Telephone 404/331-5300

Fax 404/331-5280

July 13, 2010

Alicia Daniels-Lewis, Esquire
Assistant General Counsel
Federal Bureau of Prisons
Office of 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,
AFL-CIO, Local 525
Salters, South Carolina
Case No. AT-CA-09-0365

Dear Ms. Daniels-Lewis:

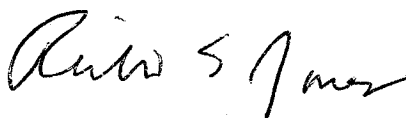
I have approved the Settlement Agreement executed in the captioned case. The Respondent now should begin to comply with the terms of the Agreement.

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 the Warden, and posted in conspicuous places, including all bulletin boards at Respondent's facility for a period of at least sixty (60) 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.

Finally, 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 60-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

Enclosures

cc: Thomas Peavy, President
AFGE, Local 525
P. O. Box 815
Salters, SC 29590

FEDERAL LABOR RELATIONS AUTHORITY

DEPARTMENT OF JUSTICE,
 FEDERAL BUREAU OF PRISONS,
 71 WILLIAMSBURG
 ALTERS, SOUTH CAROLINA

Respondent

and

Case No. AT-CA-09-0365

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

Charging Party

SETTLEMENT AGREEMENT

The undersigned parties 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 Williamsburg, Salters, South Carolina, (the Respondent or the Agency) agrees to post the attached Notice, signed by the Warden (incorporated herein and made a part of this settlement Agreement) at all bulletin boards where notices to employees are traditionally posted at the Respondent. This Notice will be posted for sixty (60) days. The Respondent will post this Notice within ten (10) days from the date of the Acting Regional Director's approval of this Agreement.
2. The Respondent agrees to comply with the terms of the Notice.
3. The Respondent further agrees to take the following affirmative actions in order to effectuate the purposes and policies of the Statute:
 - (a) Upon request, bargain with the American Federation of Government Employees, AFL-CIO, Council of Prison Locals, Local 525 (the Union or Charging Party) over substantively negotiable proposals submitted by the Union during the term of existing collective bargaining agreement concerning the substance, impact and implementation of changes to local guidelines and procedures to protect bargaining unit employees against Staph infections; **provided that**, the parties agree that no local bargaining will take place on the substance of clinical treatments for patients diagnosed with a MRSA-related condition.
 - (b) By this Agreement, the parties are not taking a position on the propriety of local bargaining over issues that are currently the subject of negotiations for a National Employee Health Care policy.

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's decision.

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,
 FCI WILLIAMSBURG,
 SALTERS, SOUTH CAROLINA

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

7/13/10
 (Date)

/s/ Alicia Daniels-Lewis
 (Signature)

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

By: THOMAS PEAVY
President
 (Type or Print Name and Title) 7/13/10
 (Date)

/s/ Thomas Peavy
 (Signature)

Approved by: [Signature] 7-13-10
 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
IN THE CASE OF AT-CA-09-0365

WE WILL NOT refuse to negotiate with the American Federation of Government Employees, AFL-CIO, Council of Prison Locals #33, Local 525 (the Union), the exclusive representative of our employees, on substantively negotiable proposals submitted by the Union during the term of existing collective bargaining agreement concerning the substance, impact and implementation of local policies and local procedures to protect bargaining unit employees against Staph infections.

WE WILL NOT in any like or related manner, interfere with, restrain or coerce our employees represented by the Union in the exercise of their rights assured by the Statute.

WARDEN
DEPARTMENT OF JUSTICE,
FEDERAL BUREAU OF PRISONS,
FCI WILLIAMSBURG,
SALTERS, 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 Street, N.E.
Atlanta, GA 30303-1270
(404) 331-5300
(404) 331-5280 (fax)
Case No. AT-CA-09-0365