



# 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 changes in duties related to Food Service scanning, changes to post orders, or decisions to close the Staff Dining Facility without first fulfilling our obligation to bargain with the American Federation of Government Employees, AFL-CIO, Local 525 (the Union), the designated representative of our employees, to the extent required by the Federal Service Labor-Management Relations Statute (the Statute).

**WE WILL**, upon request by the Union, bargain to the extent required by the Statute a procedure for temporary closures of the Staff Dining Facility.

**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 Statute.

**WE WILL**, prior to changing conditions of employment of bargaining unit employees, fulfill our obligation to bargain with the Union to the extent required by the Statute. In this regard, we are aware that changes in post orders may affect conditions of employment and may require negotiations for appropriate arrangements and procedures for implementing changes in post orders. When warranted, we will negotiate these issues to the extent required by the Statute.

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

Dated 5-16-11 By [Signature] (Agency or Activity) \_\_\_\_\_  
(Signature) (Title)

THIS IS AN OFFICIAL NOTICE  
THIS NOTICE MUST REMAIN POSTED FOR 30 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  
Atlanta, GA 30303  
(404) 331-5300  
(404) 331-5280 (fax)  
Case Nos. AT-CA-10-0368, AT-CA-10-0413 and AT-CA-10-0519

UNITED STATES OF AMERICA  
FEDERAL LABOR RELATIONS AUTHORITY

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

(Respondent)

and

Case Nos. AT-CA-10-0368, AT-CA-10-0413,  
and AT-CA-10-0519

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) for 30 consecutive days by electronic transmission to any bargaining unit employees who routinely receive electronic notices, announcements, or advisories from management.
2. The Respondent shall comply with the terms of the Notice.
3. Absent an institutional lockdown or other institutional emergency that rises to that level, the parties will begin negotiations for appropriate arrangements and procedures concerning changes in the Food Service scanning requirement within 60 days from the Regional Director's approval of this agreement.

**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: John Owen  
Warden  
(Type or Print Name and Title) 5/17/11  
(Date)

/s/ John Owen  
(Signature)

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

By: THOMAS PEAVY  
President  
(Type or Print Name and Title) 5/13/11  
(Date)

/s/ Thomas Peavy  
(Signature)

Approved by:  5-18-11  
Acting Regional Director (Date)