

	FOR FLRA USE ONLY	
	Case No.	
	Date Filed	
<p style="text-align: center;">UNITED STATES OF AMERICA FEDERAL LABOR RELATIONS AUTHORITY CHARGE AGAINST AN AGENCY</p>		
Complete Instructions are on the back of this form.		
1. Name and address of charged activity or agency Bureau of Prisons-FCC Butner P. O. Box 5000 Butner, NC. 27509	2. Name and address of charging labor organization or individual A.F.G.E. Local 408 P. O. Box 515 Butner, NC. 27509	
3. Activity or agency contact information Name: Kenny Atkinson Title: Complex Warden Phone: (919) 575-3900	4. Labor organization or individual contact information Name: Cheryl Daniel Title: Executive Vice President Phone: (919) 575-3900 ext 5650 Home: (919) 697-5730	
5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? <u>1 thru 8</u>		
<p>Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.</p> <p>On August 21, 2015, the Union met informally with the Chief of the Laboratory regarding a notice of proposed changes for the Laboratory which was distributed via email notice to the BUH/Union press email box. The Union (Cheryl Daniel, Executive Vice President) notified Ms. Woodlief of the Union's intent to negotiate the proposed changes in working conditions for the bargaining unit employees. Follow-up email exchanges occurred which included the Union's intent to negotiate, a request for dates and times, a copy of the Unions Impact and Implementation Ground Rules for negotiations, and issues concerning status quo until negotiations. A date was mutually agreed upon and established for the negotiations. However, the Agency unilaterally implemented the proposed changes and engaged in bad faith bargaining, despite the intent to negotiate and established date of the negotiations. It is clear from the email correspondence that the Agency had no intent in negotiating in good faith with the Union. I have attached multiple pages of email correspondence with this ULP Charge.</p>		
<p><u>REQUESTED REMEDY</u></p> <p>1. Management at each Institution will post the following notice on group wise and on all staff accessible bulletin boards for 90 days the notice will be signed and dated by all three Warden's at the Federal Correctional Complex Butner.</p> <p>2. A copy of this posting will be provided to bargaining unit members via group wise and AFGE Local 408. WE HEREBY NOTIFY OUR EMPLOYEES.</p> <p>THAT MANAGEMENT WILL honor a collective bargaining relationship with the American Federation of Government Employees, Local 408, AFL-CIO (Local 408). We acknowledge our duty to bargain in good faith with Local 408 to the extent required by the Federal Service Labor-Management Relations Statute and the Parties' Collective Bargaining Agreement.</p> <p>WE WILL NOT violate the rights of the employees or of Local 408 by committing prohibited personal practices which are inconsistent with the collective bargaining agreement, law and regulation.</p> <p>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 Federal Service Labor-Management Relations Statue or Master Agreement.</p> <p>WE WLL, meet with members of the Executive Broad of Local 408 to discuss any matter of concern that a bargaining unit member may have and WE WILL BARGAIN IN GOOD FAITH and will CEASE the unilateral implementation of mandatory overtime for the FCC Butner nursing department until negotiations have been completed or once rectified via a FMCS Mediator or through FSIP.</p> <p>3. Issue an order compelling Management Officials at FCC Butner honor the United States Code of Law and the Labor Contract.</p>		

7. Have you or anyone else raised this matter in any other procedure? X No
- Yes If yes, where?
- (See reverse)

8. Cheryl Daniel Executive Vice President, Local 408 September 2, 2015

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