

1. Grievant(s) AFGE, Local 0408	2. Duty Station FCI 2 Butner
3. Representative of Grievant(s) Edwin Kirton III Vice President, Local 0408	4. Informal resolution attempted with (name Person) Manual Coll AW FCC Butner

5. Federal Prison System Directive, Executive Order, or Statute violated:
5 USC 3110 Employment of Relatives
Federal Bureau of Prisons, Program statement 3000-Human Resource Manual
Master Agreement Article 24-Employment of Relatives
Master Agreement Article 6, Section b, 2
Any and All other applicable Federal Laws, Rules, and Regulations

6. In what way were each of the above violated? Be specific.

It has come to the attention of Local 408 that management at FCC Butner is in violation of the Master Agreement, Article 24, Employment of Relatives. Nurse Manager Matthew Clemmons is in the position of Administrative Nurse Manager. In this position Nurse Manager Clemmons is in the chain of command of all nurses at FCC Butner. Nurse Manager Clemmons wife is a nurse at FMC Butner. In his position as administrative nurse manager Nurse Manager Clemmons approves or denies all leave requests for nursing staff. This allows Nurse Manager Clemmons to have direct negative effect on the work conditions of bargaining unit nurses by manipulating which nurses are on leave, therefore giving his wife better leave opportunities. Nurse Manager Clemons also has been the creator and deciding factor for the mandatory overtime for the FCC Butner Nursing Department. Nurse Manager Clemons also serves as the on-call nurse manager. In this position Nurse Manager Clemons is the direct supervisor of all employees working in the nursing department during this time, to include his wife. As such, Nurse Manager Clemons has created an environment in which he has given favorable choices to his spouse and as such has further violated Article 24 of the Master Agreement.

7. Date(s) of violation(s)

Continuous

8. Request remedy (i.e., what you want done)

Immediate removal of Nurse Manager Clemons from the position of Administrative Nurse Manager

9. Person with whom filed	10. Title
11. Signature of recipient	12. Date signed
I hereby certify that efforts at informal resolution have been unsuccessful.	
13. Signature of Grievant(s)	14. Signature of Representative

Record Copy - Agency; Copy - Union Local; Copy - Council of Prison Locals; Copy - Grievant