

1. Grievant(s) AFGE Local 0408	2. Duty Station FCC Butner
3. Representative of Grievant(s) AFGE, Local 0408	4. Informal resolution attempted with (name Person) Kenny Atkinson, Warden FCI 2.

5. Federal Prison System Directive, Executive Order, or Statute violated:
Federal Bureau of Prisons Program Statement 5502.1
Master Agreement
Master Agreement Article 6, Section B,2.
Prohibited Personnel Practices
Merit Systems Principals
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 the Union, Local 0408 that FCC Butner has been allowing United States Public Health Service officers that work in non-supervisory roles to act as the Institution Duty Officer. This is in violation of Program Statement 5502.10 which clearly states that "IDO must be at the Department Head/Assistant Department Head level". It is also a violation as noted in box 5.

However, more concerning to Local 0408 is that similarly situated bargaining unit staff are not being treated fairly and equitably. Denial of the opportunity to serve as Institution Duty Officer to bargaining unit staff gives PHS officers an unfair advantage in gaining experience in management level positions. This gives these officers to have an unfair advantage over bargaining unit staff when applying for future management level positions within the Federal Bureau of Prisons.

An informal resolution was filed on February 2, 2015 with Kenny Atkinson. The agency has failed to comply with the informal Resolution process as outlined in Article 31 of the Collective Bargaining Agreement.

7. Date(s) of violation(s)
February 2, 2015 and Continuous

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

1. Management at FCC Butner comply with Program Statement 5502.1
2. All bargaining unit members be treated fairly and equitably in all aspects of personnel management to include selections for IDO.
3. Management at FCC Butner will comply with the **Master Agreement.**
4. Management at FCC Butner will not commit Prohibited Personnel Practices
5. Management at FCC Butner abide by the Merit Systems Principals
6. Any and All other applicable Federal Laws, Rules, and Regulations
7. Any other remedy as ordered by arbitrator.

9. Person with whom filed John Caraway	10. Title Mid Atlantic Regional Director
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
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Record Copy - Agency; Copy - Union Local; Copy - Council of Prison Locals; Copy - Grievant