



AFGE Local 408  
P.O. Box 515  
Butner, NC 27509  
(919)575-3900



**Date:** January 21, 2015

**To:** Kenny Atkinson, Warden

**From:** Larry Nelson, Chief Steward, Local 0408

**Subject:** Attempt at Informal Resolution

This is an attempt at an informal resolution to avoid filing a formal grievance under Article 3, Section B. 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.

However, more concerning to Local 0408 is that similarly situated bargaining unit staff being denied the opportunity to serve as IDO. This is giving PHS officers an unfair advantage in gaining experience in management level positions, allowing these officers to have an advantage over bargaining unit staff when applying for future management level positions. This is in violation of the Master Agreement.

**Requested Remedy.**

All bargaining unit staff to be treated fairly and equitably in all aspects of personnel management to include selections for IDO.

Please provide the Union with a written response within 10 days. Once the requested remedy has been granted the Union will consider this attempt at informal resolution complete in compliance with the Master Agreement.

Received  
Date.

