

1. Grievant(s)  Local 408	2. Duty Station  FCC Butner
3. Representative of Grievant(s)  Larry Nelson, Chief Steward, 408	4. Informal resolution attempted with (name Person)  Chris Holland, Warden, FCC Butner

5. Federal Prison System Directive, Executive Order, or Statute violated:  
 Master Agreement Article 6, sec. b.(2), Master Agreement Article 6, Master Agreement Article 30, Master Agreement Article 31, P.S. 3420, 5 U.S.C. and any other applicable laws, rules, guidelines and regulations.

6. In what way were each of the above violated? Be specific.  
 The Union has become aware of a violations of Article 30, sec. d. of the Master Agreement which states in part, "recognizing that the circumstances and complexities of individual cases will vary, the parties endorse the concept of timely disposition of investigations and disciplinary/adverse actions", and Article 6 of the Master Agreement.

The administrative staff at FCC Butner has a pattern of Untimely Discipline. The Agency has also set guidelines which establish a time limit of 120 days for local investigations and a 180 days for on-site investigations. A delay between initial acts of misconduct and the imposition of discipline does not promote the efficiency of service and as such is a violation of Article 30 of the Master Agreement. Such delays in the disciplinary process are also a violation of Article 6 of the Master Agreement.

7. Date(s) of violation(s)  
 Continuous

8. Request remedy (i.e., what you want done)
1. Reimburse and make whole any staff affected by untimely discipline to include lost salary plus interest and lost benefits.
  2. Expunge the record of any discipline from all employees affected by untimely discipline.
  3. That a cease and desist order be issued to the agency/management from further actions of this nature.
  4. Affected staff will suffer no reprisal, harassment, or intimidation as a result of filling this informal resolution.
  5. Terminate the reckoning periods associated with an untimely disciplinary action immediately.
  6. Management Officials should receive further training in order to avoid further violations of this nature.
  7. All associated Attorneys' fees and cost pursuant to the Back Pay Act
  8. Any other remedy consistent with the CBA, law, rule or regulation deemed necessary by the Arbitrator to make the employee whole.
  9. The Arbitrator maintain jurisdiction over the case if the grievance is sustained for enforcement of the award.

9. Person with whom filed  John Carraway	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

Larry Nelson, Chief Steward, Local 408.