

# FAX TRANSMISSION

FEDERAL LABOR RELATIONS AUTHORITY, DALLAS

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Dallas, Texas 75202

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**Date:** July 23, 2012

**To:** Jennifer Spangler, Esq. 913-551-8330  
Assistant General Counsel  
Federal Bureau of Prisons

John Sullins email: [marksullins@sbcglobal.net](mailto:marksullins@sbcglobal.net)  
1<sup>st</sup> Vice President  
AFGE, Local 1637

**From:** Nora E. Hinojosa   
Counsel for the General Counsel

**Subject:** DA-CA-12-0216 Proposed Settlement Agreement

**No. of Pages (Including Cover):** 4

Please review attached Settlement Agreement – note that Notice to All Employees will be on legal size paper.

Please sign (all 3 pages) and return; or call to discuss.

UNITED STATES OF AMERICA  
FEDERAL LABOR RELATIONS AUTHORITY

Federal Bureau of Prisons  
Federal Correctional Institution  
Seagoville, Texas  
-Respondent

and

Case No. DA-CA-12-0216

American Federation of Government Employees  
Local 1637, AFL-CIO  
-Charging Party

**SETTLEMENT AGREEMENT  
(AGENCY RESPONDENT)**

The undersigned Agency and the undersigned Charging Party in settlement of the above matter, and subject to the approval of the Regional Director on behalf of the Federal Labor Relations Authority, **HEREBY AGREE AS FOLLOWS:**

**POSTING OF NOTICE** - The Agency will post copies of the Notice To All Employees, attached hereto and made a part hereof, in conspicuous places, including all bulletin boards and other places where notices to employees are customarily posted, for a period of at least sixty (60) days from the date of posting.

**OTHER ACTION TO BE TAKEN -**

Respondent will provide the American Federation of Government Employees, Local 1637, AFL-CIO (Union), the information requested by the Union on January 27, 2012.

Respondent will post the required Notices on all bulletin boards and other places where notices to employees are customarily posted. The Notice shall also be distributed electronically to bargaining unit employees.

The Notice to All Employees will be signed by Maureen Cruz, Seagoville Warden.

**COMPLIANCE WITH NOTICE** - The Agency will comply with all the terms and provisions of said Notice.

**REFUSAL TO ISSUE COMPLAINT** - In the event the Charging Party fails or refuses to become a party to this Agreement, then, if the Regional Director concludes that it will effectuate the policies of Chapter 71 of Title 5 of the U.S.C., he shall decline to issue a Complaint herein and this Agreement shall be between the Agency and the undersigned

\_\_\_\_\_  
Agency Initials

\_\_\_\_\_  
Union Initials

Regional Director. A review of such action may be obtained pursuant to Section 2423.11(b)(2) of the Regulations of the Federal Labor Relations Authority if an appeal is filed within twenty-five (25) days thereof. This Agreement is contingent upon the General Counsel sustaining the Regional Director's action in the event of an appeal. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in this case.

**PERFORMANCE** - Performance by the Agency of the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Agency of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

**NOTIFICATION OF COMPLIANCE** - The undersigned (party) (parties) to this Agreement will notify the Regional Director in writing what steps the Agency has taken to comply herewith. Such notification shall be made within five (5) days, and again after sixty (60) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter into this Agreement, after the receipt of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

**COMPLIANCE WITH SETTLEMENT AGREEMENT** - Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above case.

Federal Bureau of Prisons  
Federal Correctional Institution  
Seagoville, Texas

American Federation of Government  
Employees,  
Local 1637, AFL-CIO

\_\_\_\_\_  
(Agency)

\_\_\_\_\_  
(Charging Party)

Jennifer Spangler, Assistant General Counsel

By: (Type or print name and title.)

John Sullins, Union 1<sup>st</sup> Vice President

By: (Type or print name and title.)

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Approved  
Dallas Regional Director

\_\_\_\_\_  
(Date)



# NOTICE TO ALL EMPLOYEES

POSTED PURSUANT TO A SETTLEMENT AGREEMENT  
APPROVED BY A REGIONAL DIRECTOR OF THE  
FEDERAL LABOR RELATIONS AUTHORITY

**WE HEREBY NOTIFY OUR EMPLOYEES THAT:**

**WE WILL NOT** fail to provide the American Federation of Government Employees (AFGE), Local 1637 (Union), the exclusive representative of a unit of our employees, information requested for representational purposes in accordance with Section 7114(b)(4) of the Federal Service Labor Management Relations Statute (Statute).

**WE WILL NOT** in any like or related manner interfere with, restrain, or coerce our employees in the exercise of rights assured them by the Statute or the negotiated agreement between the parties.

**WE WILL** provide the information requested on January 27, 2012, to AFGE Local 1637.

Federal Bureau of Prisons  
Federal Correctional Institution  
Seagoville, Texas

Dated \_\_\_\_\_

\_\_\_\_\_  
Maureen Cruz  
Warden

THIS IS AN OFFICIAL NOTICE  
THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING  
AND MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL.

If employees have any questions concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

525 S. Griffin, Suite 926, LB 107  
Dallas, TX 75202  
214-767-6266