

1. Grievant(s)  P. Hartley	2. Duty Station  FCI Williamsburg
3. Representative of Grievant(s)  Local 525	4. Informal resolution attempted with (name Person)  S. Langford, AW (O)

**5. Federal Prison System Directive, Executive Order, or Statute violated:**

Program Statement 5800.15, Chapter (1), Section (b)  
Chapter (2), Section (201),  
Dated: January 1, 2009

Master Agreement  
Dated: March 9, 2001  
Article 18, Section F, Hours of Work

Program Statement 5800.15, Chapter 1, Number 102, Section b. Correctional Systems Officers (CSO's). Schedules and rosters for CSO's will be in accordance with Article 18 of the Master Agreement.

Program Statement 5800.15, Chapter 2, Number 201. For training purposes, the agency agrees to comply with all national policies and the Master Agreement.

Article 18, Section f. Roster committees outside the Correctional Services department will be formed to develop a roster unless mutually waived by the department head and the Union. It is recommended that the procedures in Section d. be utilized. These rosters will be posted three (3) weeks prior to implementation. Copies will be given to the local President or designee at the time of posting.

Management has implemented the below listed schedule which was not negotiated with the local union. This schedule began on 3-30-09.

>>> Betty Kemp 3/10/2009 2:32 PM >>>

Starting March 30, 2009, the following four staff will begin cross-training in the Mail Room, R&D, Records, or Movement area. Those listed as Primary will remain in their current assignment and will assist with the cross-training. The training period will last for one quarter, which at that time four other staff will be given the opportunity for training in these areas. Any input/suggestions regarding making this upcoming training year more effective, is always appreciated.

Mail Room:

Trainee: Sarah Stone, Primary: Stephen Williams

R&D:

Trainee: Stephen Lambert, Primary: Paul Hartley

Records

Trainee: Amber Hartley, Primary: Judi Scott

Movement:

Trainee: Brent Germanski, Primary: Anthony Davis

On March 16, 2009, the local file an Intent to Negotiate as an attempt to informally resolve this matter with management with no response.

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

1. Management failed to negotiate with the local on procedures for Correctional Systems Officer rotation within the Correctional Systems Department.
2. Management did not form a roster committee for the CSO's to bid on quarterly post.

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

March 30, 2009 and continuing

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

**Post positions for bidding in Correctional Systems Department immediately**  
**Give 2 weeks for bidding**  
**Form a roster committee outside of the Correctional Systems Department**  
**Fill quarterly posts in accordance with Seniority as defined in the Master agreement**  
**Negotiate with the union that affect conditions of employment**  
**Any other remedy deemed necessary and appropriate by the arbitrator**

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**9. Person with whom filed**

**10. Title**

**11. Signature of recipient**

**12. Date signed**

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**I hereby certify that efforts at informal resolution have been unsuccessful.**

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**13. Signature of Grievant(s)**

**14. Signature of Representative**

W. Turner, Local 525 President

P. Hartley, Local 525

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

(This form may be replicated via WP)

This form replaces BP-176(37) Dated October 1984.