



American Federation of Government Employees

*LOCAL 525*

*Federal Correctional Institution, Williamsburg*

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Date: June 15, 2009

Reply To: W. Turner, Union President

Subject: Intent to Negotiate Camp Education position

To: John R. Owen, Warden

The purpose of this memorandum is to inform you of the Union's intent to negotiate the quarterly Camp Teacher position. The Union is requesting that this position be open for bid by Seniority as defined in the Collective Bargaining Agreement. The Local has discovered that this position was only offered to a specific gender in violation of several requirements. In addition, management has been bargaining with individual members of the bargaining unit, rather than the recognized exclusive representative. While it might be expedient to "negotiate" with a few individuals, it is clearly a violation of additional requirements. We are requesting that this position be available to all bargaining unit members within the department, prior to the quarter change on June 28, 2009 to represent inclusiveness as required, rather than the exclusiveness which is inherent in the current procedures. I am requesting a meeting with you during the week of June 21, 2009 in an attempt to represent the bargaining unit as we are required to do. This is the Union's second notice of intent to negotiate this matter. As you can see, we have gone above and beyond our requirements to ensure a positive Labor/Management Relations environment. That is our continued goal, and we are hopeful that we have a partner who desires the same mutually beneficial relationship.