

BP-S176.037 **FORMAL GRIEVANCE FORM** CDFRM MAY 1994
**U.S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF PRISONS**

<b>1. Grievant(s)</b>  <b>Local 525</b>	<b>2. Duty Station</b> <b>Federal Correctional Institution,</b> <b>Williamsburg</b> <b>Salters, South Carolina 29590</b>
<b>3. Representative of Grievant(s)</b> <b>American Federation of Government</b> <b>Employees</b> <b>Council of Prisons Local (CPL-33)</b> <b>Local 525</b>	<b>4. Informal resolution attempted with (name person)</b>  <b>Steve Langford, Associate Warden</b>
<b>5. Federal Prison System Directive, Executive Order, or Statute violated:</b> <b>Master Agreement: Articles 4, 6, 7, 27</b> <b>Any other rules, laws, and/or regulations</b>	
<b>6. In what way were each of the above violated? Be specific.</b> <b>On September 12, 2009, the Union discovered during the month of September 2009 the agency violated Article 27 when they resumed the practice of vacating Correctional Officer posts in lieu of authorizing overtime during periods of staff shortages. The practice of not authorizing overtime during periods when inadequate staff members are scheduled to work is detrimental to the safety and health of its employees and increasing the inherent risks in a correctional environment. The impact on staff safety was increased when the agency decided to vacate positions within the most secure area of Institution (Special Housing Unit) in order to decrease costs. After conducting a review of the daily rosters the agency has vacated Correctional Services posts on 16 occasions in the month of September 2009. (See Continuation page).</b>	
<b>7. Date(s) of violation(s)</b>  <b>September 5, 2009 and continuing</b>	
<b>8. Requested remedy (i.e., what you want done)</b> <b>Cease and desist in the practice of Vacating Correctional Officer Posts</b> <b>Grant Overtime during periods of staff shortages</b> <b>Reimburse Union for legal costs and attorney fees if applicable</b> <b>Make whole bargaining members not granted overtime</b> <b>Any other remedy deemed necessary and appropriate by the arbitrator</b>	
<b>9. Person with whom filed</b>  <b>John R. Owen</b>	<b>10. Title</b>  <b>Warden</b>
<b>11. Signature of recipient</b>	<b>12. Date signed</b> <b>09/23/2009</b>
<b>I hereby certify that efforts at informal resolution have been unsuccessful</b>	
<b>13. Signature of Grievant(s)</b>  <b>W. Turner</b>	<b>14. Signature of Representative</b>  <b>J. Norman</b>

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

Frequency	Date	Position	Hours of Work
01	September 5, 2009	Phone Monitor	1400-2200
02	September 9, 2009	SHU#4/CPD #3	1600-0000
03	September 10, 2009	Phone Monitor	1400-2000
04	September 10, 2009	SHU#4/CPD #3	1600-0000
05	September 11, 2009	Phone Monitor	1400-2000
06	September 12, 2009	SHU Recreation	0600-1400
07	September 12, 2009	Phone Monitor	1400-2000
08	September 12, 2009	SHU#4/CPD #3	1600-0000
09	September 15, 2009	Phone Monitor	1400-2000
10	September 15, 2009	SHU#4/CPD #3	1600-0000
11	September 16, 2009	SHU#4/CPD #3	1600-0000
12	September 17, 2009	SHU#4/CPD #3	1600-0000
13	September 19, 2009	SHU Recreation	0600-1400
14	September 19, 2009	SHU#4/CPD #3	1600-0000
15	September 22, 2009	Tool Room	0730-1530
16	September 23, 2009	Phone Monitor	1400-2000

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 1999