

	FOR FLRA USE ONLY	
	Case No.	
	Date Filed	
<p align="center">UNITED STATES OF AMERICA FEDERAL LABOR RELATIONS AUTHORITY CHARGE AGAINST AN AGENCY</p>		
Complete Instructions are on the back of this form.		
1. Name and address of charged activity or agency Bureau of Prisons-FCC Butner P. O. Box 5000 Butner, NC. 27509	2. Name and address of charging labor organization or individual A.F.G.E. Local 408 P. O. Box 5000 Butner, NC. 27509	
3. Activity or agency contact information Name: Craig Apker Title: Complex Warden Phone: (919) 575-3900	4. Labor organization or individual contact information Name: Edwin Kirton Title: Vice President, Local 408 Phone: (919) 575-3900 Home: (804)721-0844	
5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? <u>4</u>		
6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.		
<p>Currently there is a pattern of discrimination against staff at FCC Butner who file a complaint of on the job injury and a claim with the Office of Workers Compensation. Management is violating 5 U.S.C. 7116(a) Section 4. Management is not following the guidelines set forth in Program Statement 1601.04 "Workers Compensation Program."</p>		
<p>Currently the safety department is handling the OWCP claims and performing the duties that per policy are assigned to the employee's supervisor. Staff who claim injury under OWCP are given misleading and incorrect information by the safety department. When injured staff are given Temporary Alternative Duty locations due to their medical restrictions from the injury, they are not offered reasonable accommodations. Among these accommodations are access to a printer, a fax machine, or a shredder.</p>		
<p>Also there is mishandling of staff private medical information. There is no chain of custody for documentation. The Human Resources department has not established Employee Injury files. Personal medical information is not being handled securely or properly.</p>		
<p align="center"><u>REQUESTED REMEDY</u></p>		
<p>1. Management at each Institution will post the following notice on group wise and on all staff accessible bulletin boards for 90 days the notice will be signed and dated by all three Warden's at the Federal Correctional Complex Butner.</p>		
<p>2. A copy of this posting will be provided to AFGE Local 408. WE HEREBY NOTIFY OUR EMPLOYEES.</p>		
<p>THAT MANAGEMENT WILL NOT violates the rights of the employees or of Local 408 by committing prohibited personal practices which are inconsistent with the collective bargaining agreement, law and regulation.</p>		
<p>WE WILL NOT in any like or related manner, interfere with, restrain or coerce our employees in the exercise of their rights assured by the Federal Service Labor-Management Relations Statue or Master Agreement.</p>		
<p>WE WLL, meet with members of the Executive Broad of Local 408 to discuss any matter of</p>		

