

BSR

IN THE MATTER OF EVALUATION GRIEVANCE DATED MAY 18, 2012
FOR FMCS #12-56628-7

_____)
AFGE LOCAL #1034)
Pollock, LA)
Union,)
)
And)
)
DEPARTMENT OF JUSTICE)
FEDERAL BUREAU OF PRISONS))
FEDERAL PENITENTIARY)
Pollock, LA)
Agency)
_____)

DATE: October 13, 2012

Settlement Agreement

In full settlement of the grievance filed on May 18, 2012, concerning all bargaining unit staff members at FCC Pollock, La. and their evaluations. The grievance contends that evaluations at FCC Pollock, La. are being given in an untimely and/or improperly handled manner and that these evaluations are not in accordance with PS 3000.03, the Human Resources Manual and the Master Agreement. The parties freely and voluntarily agree as follows:

1. The parties agree that an evaluation review committee comprised of Union and Agency officials will be established at FCC Pollock for review of 2012 yearly evaluations and any concerns with evaluations up to September 30, 2012, which will also include the 2011 final annual performance evaluation.
2. The parties agree the committee will consist of at least four (4) union officials and (4) management officials.
3. The parties agree that this evaluation review committee will be established immediately and will begin to conduct a review of evaluations which have been chosen by the Union to be brought forth to the committee. (for the 2012 yearly evaluations and up to September 30, 2012 of the current rating period.)
4. The parties agree that this may involve a privacy concern and, as such, prior permission in writing will be obtained from each bargaining unit member wishing to have their evaluations reviewed. This permission document will be shared with Management by the Union.

5. The parties agree the purpose of the committee is to review the individual evaluations in accordance with PS 3000.03, the Human Resource Manual and where necessary, make corrections in accordance with this policy.
6. The parties agree that if an employee receives a higher overall rating, appropriate action will take place, if required, to award them in a similar manner of other similarly situated employees in their department.
7. The parties agree and understand that not all overall ratings receive awards.
8. Both parties agree that a notice to all staff will be issued via the e-mail system informing bargaining unit staff of purpose of the review committee. This notice will also include the employee's rights to be represented by the Union at this committee and the steps necessary to ensure representation. This notice will also be posted on mutually agreed upon designated Agency bulletin boards, but no less than two bulletin boards at each facility, for the period from October 19, 2012 until November 23, 2012.
9. The Agency agrees to provide training to all supervisors on the proper procedures for evaluation per the Human Resource Manual.
10. The Union agrees to withdraw the May 18, 2012 grievance.
The Agency agrees that there will be no reprisals or retaliations on any employee involved in this process.
11. The parties have read, clearly understand and fully agree with the terms and conditions of this agreement.
12. The parties understand and agree this settlement agreement constitutes the entire agreement between the parties, and there are no other terms, expressed or implied, except those written in this Settlement Agreement. .
13. The parties state they have voluntarily entered into this agreement and understand the terms of said agreement.

Signed and agreed: /For the Agency

K. Ask-Carlson

Date: 10-15-12

K. Ask-Carlson
Warden
FCC Pollock

For the Union

B. Richmond

Date: 10-15-12

B. Richmond
President
AFGE Local 1034

R. Jy
R. Jy