



## U. S. Department of Justice

Federal Bureau of Prisons

Federal Correctional Complex

---

Office of the Warden

1000 Airbase Road  
Pollock, Louisiana 71467

February 20, 2014

Brian Richmond  
President, AFGE Local 1034  
Federal Correctional Complex  
Pollock, LA 71467

Dear Mr. Richmond:

This is in response to your formal grievance received December 18, 2013, in which you allege that on November 10, 2013, Lieutenant, Sarina English, violated staff's rights by arbitrarily and without reason changing their duty assignment.

Specifically, you state as follows, "After receiving numerous complaints from Correctional Officers about being removed from their quarterly posts, AFGE Local 1034 conducted a review of the Roster Program. This Local discovered that bargaining unit staff are being removed from their quarterly posts and reassigned to previously vacated posts. The Agency is then filling the officers bid upon posts with overtime. Specifically, On November 10, 2013, Lt. S. English swapped Officer P. Lake from his quarterly assigned post Front Lobby with F-2 housing unit officer Sharplin, who had utilized sick leave earlier in the shift. Ms. Q. Hobson was then hired for overtime to work the Front Lobby post that was vacated. This gives the appearance that a bargaining unit employee was given preferential treatment over another bargaining unit employee.

The Agency violated this bargaining unit employees rights by arbitrarily and without reason changing their duty assignment."

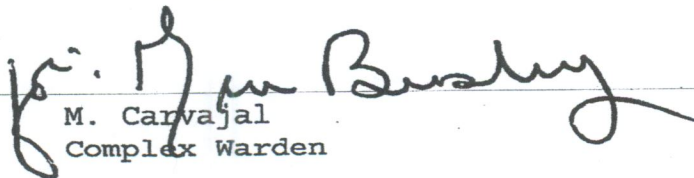
As a remedy, you requested the following:

1. To cease the practice of moving staff from their bid upon posts and reassigning them without adequate reasoning.

2. To follow the overtime hiring procedures set forth by the Master Agreement and other overtime hiring agreements.
3. For Lt. English, as well as all supervisors at FCC Pollock to receive training in the Master Agreement and other overtime hiring agreements.
4. All Management at FCC Pollock receives training on the bargaining units rights under the Master Agreement.
5. A posted apology to Local 1034 and all bargaining unit staff members, posted no less than 90 days on all institutional and union bulletin boards and e-mailed to all staff.
6. No harassment, intimidation, reprisal or coercion against any employee affected by this grievance.
7. All fees for this arbitration are paid by the agency including attorney fees.
8. Any other remedies deemed necessary by the Arbitrator to make the affected employee and Local 1034 whole.
9. The arbitrator retain jurisdiction until all parties are made whole.

This matter has been reviewed and all Lieutenants have received training regarding the proper procedures for hiring overtime at FCC Pollock. Lieutenants have been directed to hire overtime where the vacancy exists.

Sincerely,

  
M. Carvajal  
Complex Warden