



NOTICE TO ALL EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE FEDERAL LABOR RELATIONS AUTHORITY

WE WILL NOT fail to comply with agreements negotiated with the National Joint Council of Food Inspection Locals, AFGE, the exclusive representative of a unit of our employees.

WE WILL NOT, in any like or related manner, interfere with, restrain, or coerce bargaining unit employees in the exercise of their rights assured by the Federal Service Labor-Management Relations Statute.

U.S. Department of Agriculture, Food Safety and Inspection Service
(Agency or Activity)

Dated _____

By _____
(Signature)

(Title)

**THIS IS AN OFFICIAL NOTICE
THIS NOTICE MUST REMAIN POSTED FOR 90 CONSECUTIVE DAYS FROM THE DATE OF POSTING,
AND MUST NOT BE ALTERED, DEFACTED OR COVERED BY ANY OTHER MATERIAL.**

If employees have any question concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

Federal Labor Relations Authority
Washington Regional Office
1400 K Street, NW, Second Floor
Washington, DC 20424-0001
Phone: 202-357-6029
Fax: 202-482-6724

Case No.: WA-CA-05-0511

CL CSP

FLRA Form 55
(Rev. 7/89)

UNITED STATES of AMERICA
Before The
The FEDERAL LABOR RELATIONS AUTHORITY
WASHINGTON REGION
Case No. WA-CA-05-0511

U.S. DEPARTMENT OF AGRICULTURE
 FOOD SAFETY AND INSPECTION SERVICE
 (Respondent/Agency)

-AND-

AMERICAN FEDERATION OF GOVERNMENT
 EMPLOYEES, LOCAL 3200
 (Charging Party/Union)

SETTLEMENT AGREEMENT

The undersigned Agency and the undersigned Charging Party in settlement of the above matters, and subject to the approval of the Regional Director on behalf of the Federal Labor Relations Authority, **HEREBY AGREE AS FOLLOWS:**

POSTING OF NOTICE — The Agency will post copies of the Notice to All Employees, attached hereto and made a part hereof, on all bulletin boards and other places where notices to bargaining unit employees are customarily posted in plants in which HIMP GS-8 Consumer Safety Inspector positions were filled after May 2, 2005, pursuant to a vacancy announcement that used an area of consideration that was broader than the commuting area (35 miles) surrounding the plants, and in plants where bargaining unit employees who the Agency will pay \$1,000.00 pursuant to this Agreement work.

OTHER ACTION TO BE TAKEN — As required by the Notice.

The Agency will provide to the Charging Party the documents identified in the *subpoena duces tecum* served on the Agency by Counsel for the General Counsel in this case. The Charging Party will have three weeks from the date this Agreement is approved to inform the Agency, in writing, of any vacancy announcements for GS-8 HIMP Consumer Safety Inspector positions issued after May 2, 2005 to the date this Agreement is approved, with an area of consideration broader than the commuting area (35 miles) surrounding the plant at which the position was located; and the name of each bargaining unit employee in the commuting area who applied for the position, was not selected to fill the position, and met the minimum qualification for the position. Based on the information contained in the documents the Agency provides to the

Agreement will notify the Regional Director in writing what steps the Agency has taken to comply herewith. Such notification shall be made, unless otherwise specifically required, after sixty (60) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter into this Agreement, after the receipt of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

COMPLIANCE WITH SETTLEMENT AGREEMENT – Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above case.

U.S. Department of Agriculture
Food Safety and Inspection Service
(Agency)

American Federation of Government
Employees, Local 3200
(Charging Party)

By: Cliff Lockett, Agency Representative
(Typed or printed name and title)

Charles S. Painter, Chairman
By: National Joint Council of Food
Inspection Locals, AFGE
(Typed or printed name and title)

Date: July 13, 2006

Date: July 13, 2006

Cliff Lockett
Signature

Charles S. Painter
Signature

Approved: 7/13/06
Date

By: Robert J. Hunter
Regional Director