



**U.S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF PRISONS  
FEDERAL CORRECTIONAL INSTITUTION  
LITTLETON, COLORADO**

**Respondent**

**-AND-**

**CASE NO. DE-CA-05-0423**

**AMERICAN FEDERATION OF GOVERNMENT  
EMPLOYEES, AFL-CIO, LOCAL 709**

**Charging Party**

**SETTLEMENT AGREEMENT  
(AGENCY RESPONDENT)**

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

**OTHER ACTION TO BE TAKEN** - The Respondent agrees that employees in the bargaining unit who are authorized to wear the work uniform in the Facilities Department and in the Material Handler Foreman position in the Business Office may wear pocket T-shirts from April 1, 2006 through September 30, 2006. These T-shirts will be nickel gray in color and match the existing gray uniform pants, and must be approved by the Department Head for consistency. The parties agree that after September 30, 2006, such T-shirts will no longer be approved for wear and that the authorized uniform will be worn.

**REFUSAL TO ISSUE COMPLAINT** - In the event the Charging Party fails or refuses to become a party to this Agreement, and if the Regional Director concludes that it will effectuate the policies of Chapter 71 of Title 5 of the U.S.C., she shall decline to issue a Complaint herein and this Agreement shall be between the Agency and the undersigned Regional Director. A review of such action may be obtained pursuant to Section 2423.11(b)(2) of the Regulations of the Federal Labor Relations Authority if an appeal is filed within twenty-five (25) days thereof. This Agreement is contingent upon the General Counsel sustaining the Regional Director's action in the event of an appeal. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in this case.

**PERFORMANCE** - Performance by the Agency of the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Agency of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

**NOTIFICATION OF COMPLIANCE** - The undersigned (party) (parties) to this Agreement will notify the Regional Director in writing what steps the Agency has taken to comply herewith. Such notification shall be made within five (5) days, and again 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.

**DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF PRISONS,  
FCI, LITTLETON, CO**

(Agency)

By: \_\_\_\_\_  
(Type or Print Name and Title) (Date)

(Signature)

**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES,  
AFL-CIO, LOCAL 709**

(Charging Party)

By: \_\_\_\_\_  
(Type or Print Names and Titles) (Date)

(Signatures)

Approved: \_\_\_\_\_  
(Date)

By: \_\_\_\_\_  
Regional Director