

1. Grievant(s) AFGE Local 3809	2. Duty Station - Federal Correctional Institution, Big Spring, Texas
3. Representative of Grievant(s) Cathy New, President Local 3809	4. Informal resolution attempted with (name person) Greg Kizziah, Captain Ty Baxter, AW Michael Cross, ESM
5. Federal Prison System Directive, Executive Order, or Statute violated: Master Agreement, Article 3, (b) and (c) Master Agreement, Article 4, (a), (b) and (c) Master Agreement, Article 7, (b) 5 USC 7117, 5 USC 7116, (a)(1) and (5), 5 USC 7106	
6. In what way were each of the above violated? Be specific. On January 25, 2008, the Local became aware that changes had been made to the blank roster posted for the next quarterly custody rotation and invoked its right to negotiate the changes. This issue was discussed with management officials, Greg Kizziah, Ty Baxter and Michael Cross, to no avail. Management refused to negotiate the change in working conditions in violation of the Master Agreement. The roster committee was held and the posts were filled with the changes in place. The changed roster was posted on February 25, 2008. These actions are a direct violation of Articles 3 and 4 of the Master Agreement which states - The Union and Agency representatives will meet and negotiate on any and all policies, practices, and procedures which impact conditions of employment. These custody roster significantly impact the conditions of employment in a correctional setting. ** If any part of this grievance is not clear, please contact Cathy New.**	
7. Date(s) of violation(s) January 25, 2008, and continuing	
8. Request remedy (i.e., what you want done) a) All attorney, legal fees and expenses incurred in the processing of this grievance be reimbursed by the agency, b) The arbitrator issue a cease and desist order against the supervisors and the agency to stop any further actions of this nature, c) The arbitrator retain jurisdiction over the case to ensure no reprisals, harassment or intimidation of employees as a result of this grievance and/or participation in the grievance process, d) The Agency be ordered to negotiate with the Union over the roster changes, and e) The Union be granted suitable compensations and any other remedy the arbitrator deems appropriate to make the employees whole.	
9. Person with whom filed	10. Title
11. Signature of recipient	12. Date signed
I hereby certify that efforts at informal resolution have been unsuccessful.	
13. Signature of Grievant(s)	14. Signature of Representative

Record Copy - Agency; Copy - Union Local; Copy - Council of Prison Locals; Copy -Grievant