

UNITED STATES OF AMERICA  
FEDERAL LABOR RELATIONS AUTHORITY

DEPARTMENT OF DEFENSE  
DEFENSE COMMISSARY AGENCY  
EGLIN AFB, FLORIDA

Respondent

and

Case No. AT-CA-12-0370

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES,  
LOCAL 1897

Charging Party

**SETTLEMENT AGREEMENT**

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

1. The Department of Defense, Defense Commissary Agency, Eglin AFB, Florida (the Respondent or the Agency) agrees to post the attached Notice, signed by Store Director Luana Harris at all bulletin boards where notices to employees are customarily posted at the Respondent's facility. This Notice will be posted for sixty (60) days. The Respondent will also e-mail this Notice to bargaining unit employees represented by AFGE Local 1897. The Respondent will post and e-mail the Notice within fourteen (14) days from the date the Regional Director approves this agreement.
2. The Respondent agrees to comply with the terms of the Notice.

**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., 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. Contingent upon compliance, the approval of this Agreement by the Regional Director shall constitute a 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 will commence as set forth above after the Regional Director approves the Agreement or, in the event the Charging Party does not enter this Agreement, performance will 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's decision to approve the Agreement.

**NOTIFICATION OF COMPLIANCE** - The parties to this Agreement will notify the Regional Director in writing what steps the Agency has taken to comply with the terms of the Agreement. Such notification will be made within thirty (30) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter 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** - Upon approval by the Regional Director this agreement will hold in abeyance any Complaint(s) and Notice of Hearing(s) previously issued in the case. Contingent upon compliance with the terms and provisions of this agreement all Complaint(s) and Notice of Hearing(s) heretofore issued in this case will be considered withdrawn. Failure to comply with the terms and provisions of the agreement will result in the Complaint(s) being reinstated.

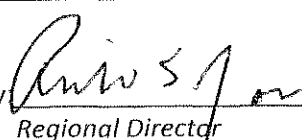
DEPARTMENT OF DEFENSE  
DEFENSE COMMISSARY AGENCY  
EGLIN AFB, FLORIDA

By: Luana Harris 1/10/13  
Store Director  
(Type or Print Name and Title) (Date)

/s/ Luana Harris  
\_\_\_\_\_  
(Signature)

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
LOCAL 1897

By: Alan Cooper 1/8/13  
Executive Vice-President  
(Type or Print Name and Title) (Date)

/s/ Alan Cooper  
\_\_\_\_\_  
(Signature)  
Approved by  1/15/13  
Regional Director (Date)



# NOTICE TO ALL EMPLOYEES



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

**WE WILL NOT** bypass the American Federation of Government Employees, Local 1897 (the Union), the exclusive representative of bargaining unit employees, by meeting directly with employees to resolve grievances.

**WE WILL NOT**, in any like or related manner, interfere with employees in the exercise of rights assured them by the Statute.

Department of Defense  
Defense Commissary Agency  
Eglin AFB, Florida

\_\_\_\_\_  
*(Agency or Activity)*

Dated \_\_\_\_\_

By \_\_\_\_\_  
*(Signature)*

\_\_\_\_\_  
*(Title)*

THIS IS AN OFFICIAL NOTICE  
THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING,  
AND MUST NOT BE ALTERED, DEFACED 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  
Atlanta Regional Office  
225 Peachtree Street, N.E., Suite 1950  
Atlanta, GA 30303  
(404) 331-5300  
(404) 331-5280 (fax)  
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