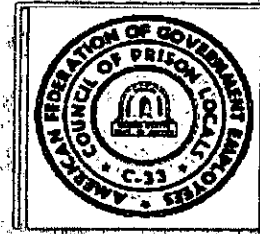




**American Federation of
Government Employees**

Council of Prison Locals
Local 501
President Art Reynaldo
Federal Detention Center Miami
33 N.E. 4th Street Miami, FL 33023



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Date: November 19, 2010

To: Linda T. McGrew, Warden

From: Art Reynaldo, President, Local 501

Subject: Informal Resolution Reasonable Accommodations

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In accordance with **Article 31: Grievance Procedures** of the Master Agreement, AFGE Local 501 hereby submits an Informal Resolution regarding the practice of Reasonable Accommodations/T.A.D. assignments.

The Union has become aware that in the past administrations, bargaining members who have suffered non-work related injuries have been reasonable accommodated in the institution by being placed in areas to monitoring inmate phones calls. The Union is aware that approximately 12 staff has been granted this request in the past. **This is a well-known consistence and of significant duration established past practice.**

Since your arrival at FDC Miami, you have unilateral change this practice that has caused an alteration in the working conditions of our bargaining members. This is noted when two recent members and others in recent months have been denied reasonable accommodations for their injuries, while others in the past have been assisted and taken care of in this area.

If as per the Master Agreement, "staff are our most valuable resources", why is it that this Management is not caring, providing, or considering these members in their times of need.

Local 501 has not been formally notified about these changes that have taken place, nor have we been granted the opportunity to bargain on this change of working conditions. These modifications that have negatively impacted the employees benefits, while in the past it has benefited them immensely by not having to use their sick or annual leave for these temporary disabilities.

ARTICLE 38 - QUALIFIED HANDICAPPED EMPLOYEES, states the Employer will reasonably accommodate qualified employees with Disabilities.

Article 4: Relationship of this Agreement to Bureau Polices, Regulations, and Practices: Section c. The Employer will provide expeditious notification of then changes to be implemented in working conditions at the local level. Such changes will be negotiated in accordance with the provisions of this Agreement

This type of disparate treatment to our members does not foster good employee morale or strengthen employee-Management relations.

Local 501 seeks to have all provisions of the Collective Bargaining Agreement adhered to and for our members to be granted the opportunity for Management to continued to provide them with reasonable accommodations in this institution like in then past! Cease and desist this unilateral change, provide negotiations in this matter and status quo ante of the previous practice.

If this informal resolution is not completely and satisfactory resolved, Local 501 will file a formal grievance on this matter and seek reimbursement of lost wages, sick and annual leave for our bargaining members with enhanced attorney's fees and any other remedy deemed necessary and appropriate by a third party.

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