



American Federation of Government Employees

Council of Prison Locals

Local 501

President Art Reynaldo

Federal Detention Center Miami
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Date: January 12, 2011

To: Linda T. McGrew, Warden

From: Art Reynaldo, President, Local 501

Subject: Invoke Arbitration Reasonable Accommodations

The receipt of this letter shall serve as the Official Notice that Local 501 is invoking arbitration on reasonable accommodations grievance that was present to the Regional Director R.E. Holt.

The Union believes that our bargaining members have been treated desperately when it comes to reasonable accommodations in the institution for non-work related injuries. It has been an established past practice that all non-work related injuries were given temporary alternate duties in the facility in the past. Since your arrival at this institution, you arbitrary suspended this practice without any negotiations or notice to the Union and the bargaining members. If staffs are our most valuable resources, why are they not being considered in their time of need?

Local 501 will be asking the arbitrator to status quo ante, cease and desist order, comply with the CBA, make all the employees involved whole in lost wages with sick and annual leave, enhance attorney fees and any other remedy that the arbitrator deem appropriate.

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