



United States of America
FEDERAL LABOR RELATIONS AUTHORITY

**U.S. DEPARTMENT OF STATE, PASSPORT SERVICES
WESTERN PASSPORT CENTER
TUCSON, ARIZONA**

Respondent

-and-

**NATIONAL FEDERATION OF FEDERAL EMPLOYEES,
IAMAW, AFL-CIO, LOCAL 1998**

Charging Party

Case No. DE-CA-12-0076

**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:**

ACTION TO BE TAKEN – The U.S. Department of State, Western Passport Center, Tucson, Arizona (Agency) agrees to post the attached Notice to All Employees, to be signed by the Director of the Agency. The Notice will be posted electronically to all employees of the Agency.

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., he shall decline to issue a Complaint herein and this Agreement shall be between the Respondent 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 Respondent 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 Respondent of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE - The undersigned parties to this Agreement will notify the Regional Director in writing what steps the Respondent 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.

**U.S. DEPARTMENT OF STATE, PASSPORT SERVICES,
WASHINGTON, D.C.**

(Agency)

By: _____ (Date)

(Signature)

**NATIONAL FEDERATION OF FEDERAL EMPLOYEES,
IAMAW, AFL-CIO, LOCAL 1998**

(Charging Party)

By: Joel J. Warne 4/10/12
(Type or Print Name and Title) (Date)

Joel J. Warne
(Signature)

Approved: _____ (Date)

By: _____
Regional Director



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 National Federation of Federal Employees, Local 1998 (Union), by communicating directly with bargaining unit employees of the U.S. Department of State, Passport Services, Western Passport Center (Agency), in response to Union information requests and other matters related to the collective bargaining relationship.

WE WILL NOT, in any like or related manner, interfere with, restrain, or coerce employees in the exercise of their rights assured by the Federal Service Labor Management Relations Statute.

WE WILL make every effort to ensure that the content of our communications with employees about Union information requests and any agreements reached with the Union during negotiations are accurate, so as not to undermine the Union as the employees' exclusive bargaining agent or otherwise interfere with employees' rights under the Statute.

U.S. DEPARTMENT OF STATE, PASSPORT SERVICES
WESTERN PASSPORT CENTER, TUCSON, ARIZONA
(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:

1391 Speer Boulevard, Suite 300
Denver, CO 80204

FLRA Form 55
(Rev. 7/89)