



U.S. Department of Justice

Federal Bureau of Prisons

Federal Correctional Institution

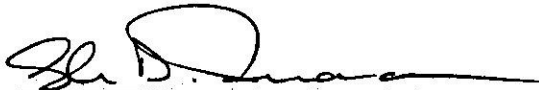
Forrest City, AR 72335

January 19, 2006

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding will serve as a modification to the Compressed Work Schedule for the Unit Management Staff - Low Facility dated May 24, 2001 (Warden's signature) and May 21, 2001 (Local Union signature).

Effective immediately, Unit Management staff - Low Facility will remain on a compressed schedule during weeks with Federal Holidays and will no longer be required to revert to an (8) eight hour per day, (5) five day work week during weeks with Federal Holidays.


Shon Foreman, President, Local 922

Date: 1/25/2006


Amy Carlton, LMR Chairman

Date: 1/26/06

FCC FORREST CITY
UNIT MANAGEMENT DEPARTMENT
COMPRESSED WORK SCHEDULE AGREEMENT
May 26, 2005

It is agreed that the Unit Management Department at FCC Forrest City, Medium be allowed to participate in a Compressed Work Schedule. Staff may request to exchange shifts/workweeks with one another on a mutual agreement at their respective units. Management may assign a staff member an assignment in an area other than where the staff member is normally assigned during an emergency situation. Staff will not be arbitrarily moved from their assigned unit to another unit on a permanent assignment by management. However, staff may submit a request to move from one unit to another if there is a vacancy. A compressed schedule is attached which notes positions and work hours assigned.

Staff may choose to work a 10-hour (4 day) compressed schedule or a 10 ½-hour (4day) compressed schedule. This agreement will be implemented as of June 26, 2005. Each staff member must request to work a compressed schedule. This is the employee's option. The schedule and rotation will mirror the compressed at the Low. The number of staff allowed to participate in the compressed schedule will not be limited. As directed by the Master Agreement, staff working a 10-hour (4-day) schedule will not be afforded a duty free lunch break (see Master Agreement for additional information). Staff working a straight 10-hour shift can not leave the institution during their shift without extending their workday or requesting annual leave and approval for either must be received in advance (see Master Agreement for additional information). Staff requesting to extend their 10-hour workday by an additional 30 minutes to allow for a duty-free lunch period will have their ending shift time extended. Staff will be allowed to obtain a tray from the Food Service Department to consume during a working lunch period. Any staff member may request to change their hours of work and the request will be considered by management. Management will consider what effect the request will have on the Department's operations.

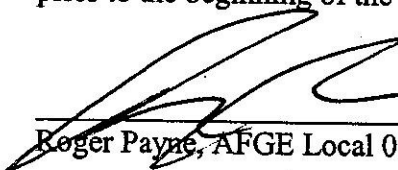
Staff participation in the compressed work schedule will continue unless his/her participation conflicts with his/her job performance. Staff denied or discontinued participation shall have, upon request, the reason(s) for the decision, in writing in accordance with Title 5 USC 6131(b).

Staff will work a five-day work schedule of 7:30a.m. to 4:00p.m. (in lieu of the compressed schedule) during the following situation: Training (40 hours duration) weeks when the respective staff member is a training participant.

Staff may exchange shifts upon request and approval of supervisor. Staff may choose if they prefer to work a compressed work week. All staff will initially be given the choice and staff may request to modify their choice through a written request. Staff may request to modify their days off on the compressed schedule to allow for a day off during the week.

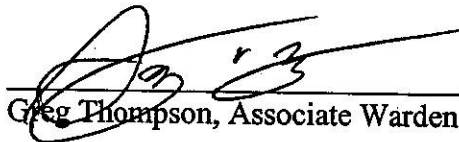
During the work weeks in which a Holiday occurs, in lieu of getting Holiday pay, the staff member will be given an additional day off during the work week in conjunction with their normal days off. The staff member who works the Holiday will receive the Holiday worked pay.

Staff may change their starting and stopping time by written request to their supervisor. Staff may choose to revert back to the normal work schedule at any time. Staff wishing to start the compressed work schedule must notify their supervisor at least three weeks prior to the beginning of the next quarter.



Roger Payne, AFGE Local 0922 President

6/19/08
Date



Greg Thompson, Associate Warden

6/10/06
Date