

**FCC FORREST CITY  
FOOD SERVICE DEPARTMENT  
COMPRESSED WORK SCHEDULE AGREEMENT**

It is agreed that the Food Service Department at FCC Forrest City is allowed to participate in a Compressed Work Schedule. Staff may request to exchange shift/workweeks with one another on a mutual agreement. Management may assign a staff member an assignment in an area other than where the staff member is normally assigned during an emergency situation. A compressed schedule is attached which notes positions and work hours assigned. The implementation of the compressed work schedule within Food Service will become effective on June 24, 2006.

Staff may choose to work a 10 hour (4 day) compressed schedule. Any staff member wishing to participate on the compressed schedule will be required to request their inclusion by at least eight weeks prior to the posting of the next quarter roster. Staff requests will be processed via seniority on a quarterly basis. Any staff member not wishing to remain on the compressed schedule will be allowed to revert to an 8-hour five days a week schedule and must request so at least 8 weeks prior to the quarter change. The starting and ending of shift schedules for those employees not wishing to participate on the compressed schedule will be directly related to their assigned duties.

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 continue on the compressed work schedule during holiday weeks and training unless the training is for 40 hours that week.

With the current staffing level one sick and annual position will be scheduled at the LOW and the other at the MEDIUM. The number of sick & annual positions will not change. Only in the event of an institutional emergency or if there are two staff on sick or annual leave at one location and the other institution is not utilizing the sick and annual leave position he/she may be utilized at the other location. The sick & annual positions will not be utilized as "floating" positions. Staff will only be eligible for overtime/compensatory time at their assigned institution.

Any staff including those assigned to sick & annual, who desire cross training at the adjacent institution may request to do so through their supervisor on a case by case basis and only if staffing allows. This will allow staff to learn unique procedures inherent to either institution & security level. This is not mandated and will only be upon the employees request. Training requests will be in writing from the employee and such requests will be maintained in the employee's file.

If an employee is the participant in any training in excess of 40 hours the employee will revert back to the standard 8 hour schedule.

Staff will remain on the compressed work schedule during the weeks of nationally recognized holidays.

All shifts will be on a compressed work schedule. The Bakery Supervisor at the LOW schedule will be from 11:00 pm to 9:00 am. The Bakery Supervisor will work at the LOW from 11:00 PM to 4:30 AM. Then he/she will proceed to the FPC and will work from 5:00 am - 7:30 am. The Camp Food Service staff hours are from 7:30 am - 5:30 pm. The Bakery Supervisor at the MEDIUM shift name will be changed to Kitchen Officer and will work Tuesday - Friday from 2:00 PM - 12:00 AM.

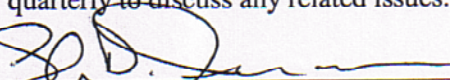
The AM COOK and AM DINE hours and days of work are the following: Monday - Thursday from 4:00 am - 2:00 pm. The AM DINE will take over the segregation operation as soon as the noon meal is complete. The AM COOK will act as a Kitchen Officer as soon as the noon meal is complete.



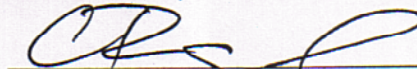
The PM COOK and PM DINE hours and days of work are the following: Sunday – Wednesday from 9:30 am – 7:30 pm at the LOW and from 9:00 am - 7:00 pm at the MEDIUM. . The PM DINE will take over the segregation operation upon arrival to work. The PM COOK will act as Kitchen Officer upon the arrival to work. In the event there is no segregation operation at the institution where work is being performed, then the AM DINE and PM DINE will act as a Kitchen Officer during the time frames noted above.

The agency agrees the Union may invoke to negotiate any changes or proposed changes to this agreement or attached schedule.

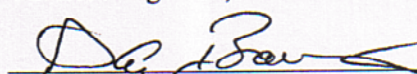
The Agency and Union both agree to monitor the effectiveness of this agreement and meet quarterly to discuss any related issues.

  
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Shon Foreman, AFGE Local 0922 President

5/22/06  
Date

  
\_\_\_\_\_  
Charles Ringwood, Food Service Administrator

5/22/06  
Date

  
\_\_\_\_\_  
Gary Bowers, Associate Warden (Low)

5-14-06  
Date