

FCC FORREST CITY
COMPUTER SERVICES SPECIALISTS
COMPRESSED WORK SCHEDULE

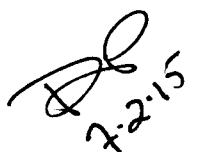
It is agreed that Computer Services staff at FCC Forrest City Complex will be allowed to participate in a Compressed Work Schedule. Staff assigned to the Computer Services Department will bid on their parent institution by seniority quarterly, in accordance with the Master Agreement. Staff may request to exchange shifts/workweeks with one another on a mutual agreement and upon the supervisor's notification and approval of such 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; and periods of annual leave or sick leave which requires immediate attention.

Upon the effective date of this agreement, Computer Services Specialists will bid each quarter by seniority to be assigned the set schedule. Staff will work either 6:00 am to 4:00 pm or 6:00 am to 4:30 pm with Fri., Sat., Sun., off or Sat., Sun., or Mon., off. 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 7:30 am to 4:00 pm or 8:00 am to 4:30 pm with Sat., Sun. off. Computer Services Specialists will be allowed to sign up for Overtime in accordance with the Overtime Agreement for Correctional Services at their parent institution. Overtime occurring in the Computer Services Department will be offered as the overtime arises in a rotation based on seniority. If overtime is unfilled after being offered, a mandate list will be utilized in accordance with the Master Agreement. All overtime will be approved by the Manager prior to being worked.

If a vacancy occurs in the Computer Services Department, incoming staff will fill the vacancy.

Staff participation in the compressed work schedule will be strictly voluntary and will not be discontinued, unless his/her participation has a negative impact on 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). Upon approval by management or successful negotiations, staff will begin working a compressed schedule at the beginning of the next pay period. Staff working a compressed work schedule will revert to an eight hour, five day work week during periods of training consisting of 40 hours or more. This schedule will be worked for the entire week of training.

The number of staff allowed to participate in the compressed schedule will not be limited. However, only one staff will work each of the listed scheduled at a time (if additional staff are hired, additional staffing schedule slots will be added to accommodate said staff, in accordance with this agreement). Staff will submit their Annual Leave thirty days prior to the beginning of a new leave year. With the current staffing level, no more than two bargaining unit staff members will be on scheduled annual leave at any given time. (If additional staff are hired, additional Annual Leave slots will be added to accommodate said staff, in accordance with this agreement).



7-2-15

In the event management deems the Compressed Work Schedule to be adverse and prior to its discontinuance, the union will be notified according to the procedures established within the Master Agreement and 5 USC 6131 (b).

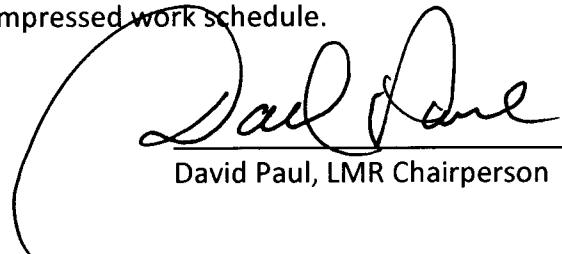
Staff schedule:

| | Monday | Tuesday | Wednesday | Thursday | Friday |
|---------|-----------|-----------|-----------|-----------|-----------|
| Staff 1 | OFF | 6:00-4:00 | 6:00-4:00 | 6:00-4:00 | 6:00-4:00 |
| Staff 2 | 6:00-4:00 | 6:00-4:00 | 6:00-4:00 | 6:00-4:00 | OFF |
| Staff 3 | 6:00-4:00 | 6:00-4:00 | 6:00-4:00 | 6:00-4:00 | OFF |
| *8 Hour | 7:30-4:00 | 7:30-4:00 | 7:30-4:00 | 7:30-4:00 | 7:30-4:00 |
| *8 Hour | 8:00-4:30 | 8:00-4:30 | 8:00-4:30 | 8:00-4:30 | 8:00-4:30 |

*For staff not wanting to participate in the compressed work schedule.



Jeff Roberts, President Local 922



David Paul, LMR Chairperson

*DD
7-2-15*