

FCC FORREST CITY
WAREHOUSE, LAUNDRY, AND COMMISSARY
COMPRESSED SCHEDULE AGREEMENT

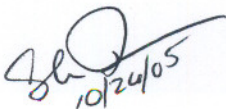
It is agreed that the Warehouse, Laundry, and Commissary areas at FCC Forrest City (Medium, Low, and Camp facilities) will be allowed to work the compressed schedule. Staff may request to exchange shifts/workweeks with one another on a mutual agreement and upon the supervisor's notification and approval of such agreement. A shared services agreement was previously negotiated and agreed upon on November 5, 2004 and this compressed schedule agreement will not alter said agreement. A compressed schedule is attached which notes the post, work hours assigned, and job title.

Staff may request to work a 10-hour (4 day) compressed schedule, a 10 1/2-hour (4 day) compressed schedule, or a traditional five day work schedule. Each staff member must request to work a compressed schedule. This is at the employee's choice. Staff will maintain their current placement on the approved drop-down rotation when the compressed schedule is enacted. Only the work hours will be modified if the employee chooses to work a compressed schedule. The number of staff allowed to participate in the compressed schedule will not be limited. As directed in 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 wishing to remain on a five day schedule will remain working Monday-Friday, unless otherwise directed.

Staff participation in the compressed work schedule will continue unless his/her participation conflicts with his/her job performance. Upon approval by management or successful negotiations, staff may begin working a compressed schedule or cease working a compressed schedule at a quarter change (excluding the initial enactment of the compressed schedule) unless an emergency situation arises. 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 participating in training will revert back to a five day schedule during periods of training which are in excess of eight (8) hours due to the nature of the services provided by the areas. During training of eight hours or less, the staff member participating in the training will be allowed to attend the training and work the remaining shift hours at their normal duty assignment.

Employees will be responsible for ensuring that they arrive to work on time during the compressed schedule. Staff must be willing to alter their work hours to accommodate emergencies and staff coverage shortages (annual leave, sick leave, annual refresher training, jury duty, extended leave, etc.).

Positions will be rotated in the order which they appear on the attached schedule.

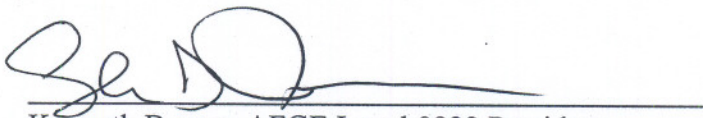

10/24/05

FCC FORREST CITY
WAREHOUSE, LAUNDRY, AND COMMISSARY
COMPRESSED SCHEDULE AGREEMENT

POSITION	Monday	Tuesday	Wednesday	Thursday	Friday
Warehse #4 10 ½ Hours 10 hours 5 Day Week	Duty Day Off Duty Day Off 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm
Warehse #1 10 ½ Hours 10 hours 5 Day Week	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	Duty Day Off Duty Day Off 7am - 3:30pm
LowCom#1 10 ½ Hours 10 hours 5 Day Week	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	Duty Day Off Duty Day Off 6am - 2:30pm
MedCom#1 10 ½ Hours 10 hours 5 Day Week	6am - 4:30pm 6am - 4 pm 6am - 2:30pm	6am - 4:30pm 6am - 4 pm 6am - 2:30pm	6am - 4:30pm 6am - 4 pm 6am - 2:30pm	6am - 4:30pm 6am - 4 pm 6am - 2:30pm	Duty Day Off Duty Day Off 6am - 2:30pm
Warehse #2 10 ½ Hours 10 hours 5 Day Week	Duty Day Off Duty Day Off 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm
LowCom#2 10 ½ Hours 10 hours 5 Day Week	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	Duty Day Off Duty Day Off 6am - 2:30pm
Lndry - Med 10 ½ Hours 10 hours 5 Day Week	6am - 4:30 pm 6am - 4pm 6am - 2:30 pm	6am - 4:30 pm 6am - 4pm 6am - 2:30 pm	6am - 4:30 pm 6am - 4pm 6am - 2:30 pm	6am - 4:30 pm 6am - 4pm 6am - 2:30 pm	Duty Day Off Duty Day Off 6am - 2:30 pm
Warehse #3 10 ½ Hours 10 hours 5 Day Week	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	6am - 4:30 pm 6am - 4 pm 7am - 3:30pm	Duty Day Off Duty Day Off 7am - 3:30pm
MedCom#2 10 ½ Hours 10 hours 5 Day Week	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	Duty Day Off Duty Day Off 6am - 2:30pm

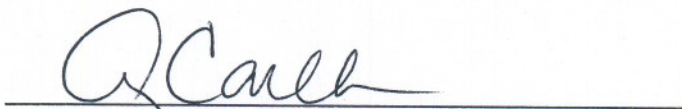
Sh...
10/24/05

POSITION	Monday	Tuesday	Wednesday	Thursday	Friday
Camp Comm 10 ½ Hours 10 hours 5 Day Week	Duty Day Off Duty Day Off 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm
Warehse #5 10 ½ Hours 10 hours 5 Day Week	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	Duty Day Off Duty Day Off 6:am - 2:30pm
Med Comm #3 10 ½ Hours 10 hours 5 Day Week	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	6am - 4:30pm 6am - 4pm 6am - 2:30pm	Duty Day Off Duty Day Off 6am - 2:30pm
Warehse #6 10 ½ Hours 10 hours 5 Day Week	Duty Day Off Duty Day Off 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am - 6:30pm 10am - 6:30pm	8am - 6:30pm 8:30am-6:30pm 10am - 6:30pm
ITS Tech # 1 10 ½ Hours 10 hours 5 Day Week	Duty Day Off Duty Day Off 7:30am - 4pm	6:30am - 5pm 6:30am - 4:30pm 7:30am - 4pm	6:30am - 5pm 6:30am - 4:30pm 7:30am - 4pm	6:30am - 5pm 6:30am - 4:30pm 7:30am - 4pm	6:30am - 5pm 6:30am-4:30pm 7:30am - 4pm
ITS Tech # 2 10 ½ Hours 10 hours 5 Day Week	6:30am - 5pm 6:30am - 4:30pm 7:30am - 4pm	6:30am - 5pm 6:30am - 4:30pm 7:30am - 4pm	6:30am - 5pm 6:30am - 4:30pm 7:30am - 4pm	6:30am - 5pm 6:30am - 4:30pm 7:30am - 4pm	Duty Day Off Duty Day Off 7:30am - 4pm



Kenneth Brown, AFGE Local 0922 President

10/24/05
Date



Amy Carlton, LMR Chairperson

10/26/05
Date



U.S. Department of Justice

Federal Bureau of Prisons

*Federal Correctional Institution
Forrest City, AR 72335*

October 26, 2005

MEMORANDUM FOR KENNY BROWN, AFGE LOCAL 0922 PRESIDENT

FROM: Amy Carlton, LMR Chairperson *A. Carlton*

SUBJECT: Memorandum of Understanding

It is agreed that a memorandum will be forthcoming regarding the Laundry operation at the LOW facility changing from a five day schedule to a four day schedule. Appropriate notification will be given to the inmate population regarding this schedule modification.

Additionally, when construction of the third commissary shopping line is completed at the LOW facility, sales times will be modified to include no evening sales. This schedule modification will not be made until the third shopping line is fully operational.

Kenny Brown *2nd VP 922*
Agreed Upon: Kenny Brown, AFGE Local 0922 President

A. Carlton *10/26/05*
Agreed Upon: Amy Carlton, LMR Chairperson