

MEMORANDUM OF UNDERSTANDING BETWEEN
 THE DEPARTMENT OF JUSTICE, FEDERAL BUREAU OF PRISONS,
 FEDERAL PRISON CAMP, YANKTON, SOUTH DAKOTA (MANAGEMENT)
 AND
 AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES,
 AFGE LOCAL 4040 (UNION)

RE: Compressed Work Schedule for Gregory Visser, Contract Specialist

The parties identified above hereby agree to a 5-4/9 compressed work schedule for Gregory Visser, Contract Specialist, as follows:

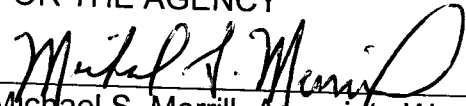
	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Week 1	Off	7:00 a.m. 4:30 p.m.	7:00 a.m. 4:30 p.m.	7:00 a.m. 4:30 p.m.	7:00 a.m. 4:30 p.m.	7:30 a.m. 4:00 p.m.	Off
Week 2	Off	7:00 a.m. 4:30 p.m.	7:00 a.m. 4:30 p.m.	7:00 a.m. 4:30 p.m.	7:00 a.m. 4:30 p.m.	Off	Off

The terms of the agreement are as follows:

1. The Parties agree that this compressed work schedule is a fixed work schedule with set days off and hours of work as indicated above.
2. All work days will include a 30 minute non-paid duty free lunch break which will be taken in accordance with the Master Agreement, Article 18, section a.
3. Mr. Visser will revert back to a non-compressed schedule (i.e., Monday – Friday, 7:30 a.m. to 4:00 p.m.) during the weeks of Annual Refresher Training, Firearms Training, and any other week(s) that Mr. Visser is required to attend training or travel for official purposes.
4. It is understood by both parties that when Mr. Visser is responsible for supervising the inmate detail and it is his Friday off, the supervisor will assign this work to the alternate detail supervisor. If the alternate detail supervisor is on approved leave, then this task will be assigned to an available employee in the department.
5. The parties agree that certain duties can wait until Mr. Visser returns from his days off to be completed. However, in the event that duties cannot wait, the supervisor will assign these duties to qualified available staff in the department.
6. The parties agree that this schedule will remain in effect for a six-month trial period, commencing the first pay period after the Office of General Counsel and the President of the Council of Prison Locals complete their technical and legal review of the agreement, at which time it will be assessed and evaluated to determine its effectiveness.

7. The parties agree that this agreement does not prevent the Union from requesting that Mr. Visser's compressed work schedule subsequently be canceled, nor does it prevent the Agency from declaring an adverse impact and electing to re-negotiate the schedule.
8. The parties acknowledge that this agreement is not intended to be precedent for any other case or have any effect or impact on any other compressed work schedule negotiations.
9. The parties agree that they have read and reviewed this agreement and that they fully understand the terms of such an agreement. All parties further agree that their signature on this agreement is made voluntarily and is binding.

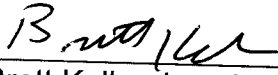
FOR THE AGENCY



Michael S. Merrill, Associate Warden

6/27/12
Date

FOR THE UNION



Brett Keller, Local 4040 President

6-27-12
Date