

**FCC POLLOCK, LA.
FACILITIES CENTRAL UTILITY PLANT
ALTERNATIVE WORK SCHEDULE
AGREEMENT**

1. It is agreed that the Central Utility Plant staff, inside the Facilities Department at FCC Pollock, will bid on, and work, a schedule that provides coverage 24 hours a day, seven days a week, including all Federal Holidays. With prior approval of the supervisor, Central Utility Plant staff may request to switch posts, shifts and days off with one another. All Central Utility Plant bargaining unit staff will be assigned to the (FCI) Medium institution. Central Utility Plant staff will be allowed to work Institutional Overtime and their area of assignment. A separate Overtime and Annual Leave roster will be kept for the Central Utility Plant, this will be in accordance with Article 18 of the Master Agreement. Only one staff member will be on Annual Leave at one time.

2. The schedule will have A, B, C and D shifts as well as a Sick and Annual shift. (See Attachment A). The Central Utility Plant Operators will pick their shift by Seniority, on a quarterly basis, in accordance with Article 18 of the Master Agreement. In such instances when vacancy's occur, such as Annual Leave, Sick Leave, Training and or extended absences, qualified staff will be utilized to fill in.

3. Central Utility Plant staff will be maintained at their assigned location (except as provided for, hereafter). Central Utility Plant Operators will be responsible for maintaining the Central Utility Plant and Remote Utility Building through Work Orders and Preventative Maintenance in accordance with Bureau of Prisons Policy 4200.10.

The agreed upon schedule will be as follows:

4. The A shift operator will rotate to C shift after the 14 day pay period and then rotate back to A shift after the 14 day pay period on C shift. (See attachment A)

5. The B shift operator will rotate to D shift after the 14 day pay period and then rotate back to B shift after the 14 day pay period on D shift. (See attachment A)

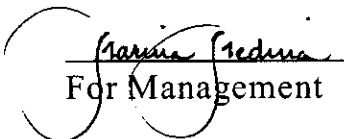
6. The hours totaled for each shift comes to 80 hours per pay period, without built in Overtime. Any time worked outside this schedule will consist of Overtime, unless properly scheduled.
7. The Sick and Annual position normally covers Tuesday. However, if unavailable, a qualified staff will cover this 8 hour period from 8AM- 4PM.
8. Annual Refresher Training classes will begin on the first week of pay period 2, for five consecutive weeks. No annual Leave will be scheduled during this time for Central Utility Plant staff. The Central Utility Plant Operator will work the normal 32 hours for ART, and 48 hours for the next week, or vice versa depending on where the pay period cycles. This will complete the 80 hour pay period. All shifts will cycle through this schedule, consecutively, to complete the Annual Refresher Training. The staff member working Sick and Annual will work Sunday 8 PM-8 AM, Tuesday 12 PM-4PM, Wednesday 8 AM-8 PM and Thursday 8 AM-8 PM, during Annual Refresher Training weeks. The Operator in Annual Refresher Training will adjust their work week to 12 hours on Tuesday. This may have to be the Tuesday before or after training. This will complete the Operators 80 hour pay period. Specifically: A qualified staff will be needed for two of the five weeks to work the Central Utility Plant for 4 hours from 8 AM-12PM, and for 8 hours during the week the Sick and Annual Staff is attending Annual Refresher Training. (See Attachment B).
9. Overtime coverage for the Central Utility Plant will be assigned as outlined in this agreement, and in accordance with the Master Agreement. Overtime in the Central Utility Plant will be offered first to the Central Utility Plant Operators, then to any qualified staff available. In the event a staff member calls in absent from work, and a staff member is unavailable to work as outlined above, The Central Utility Plant Operator currently on duty will work overtime to provide coverage for the vacated post, not to exceed 16 consecutive hours unless voluntary. This is due to Federal Law concerning total hours worked in a day, and Article 18 of the Master Agreement concerning time off between shifts. Management will begin the process to fill the remaining part of shift.


10. In the event of an institutional emergency, not to exceed 30 minutes, the operator on duty may assess the situation and make repairs. If the repairs are outside the operator's position description, they will notify their supervisor who will contact trade specific staff to respond to the institution.

11. When a probationary operator is hired, they will be placed on the Sick & Annual shift for the remainder of that quarter, and the next full quarter. All other operators will be required to bid on Shifts A,B,C,D for this quarter.

12. If staffing levels decrease to 3 or less CUP operators, for longer than one full pay period, the CUP operators will revert to the previously established 8 hour shifts. The CUP operators will be given one week to bid on the 8 hour shift they prefer. A roster committee consisting of the Union and Management will meet and formulate the roster, by order of seniority, 5 days prior to the change. When staff levels increase back to 4 or more, they will revert back to the 12 hour compressed schedule at the beginning of the next pay period.

13. FCC Pollock Management and Local 1034 will meet in six months, after the implementation of this agreement, in order to review its effectiveness and to collectively bargain and work out any issues which may arise. This schedule will be implemented the quarter following the approval of this agreement. Such approval will be granted within 30 calendar days of the signing of this agreement, as per Article 18; Section b.1 of the Master Agreement.


For Management
3/3/11
Date


Union Local 1034
1-20-11
Date

Monthly ART Schedule

FCC Pollock CUP Roster Schedule

Attachment B

Shift	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
A	Off	8pm-8am	12am-8am	Off	Off	8am-8pm	8am-8pm	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off
B	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off	Off	8am-8pm	8pm-12am	Off	Off	8pm-8am	8pm-8am
C	Off	8am-8pm	<u>8am-8pm</u>	Off	Off	8pm-8am	8pm-8am	Off	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	Off	Off
D	Off	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	Off	Off	Off	8pm-8am	<u>8pm-8am</u>	Off	Off	8am-8pm	8am-8pm
S/A	8pm-8am	Off	8pm-12am	8am-8pm	8am-8pm	Off	Off	8pm-8am	Off	12pm-4pm	8am-8pm	8am-8pm	Off	Off

4 hrs Alt.
8am-12pm

No regularly scheduled overtime with this schedule.
S/A Can go any time.

Shift	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
A	Off	8am-8pm	<u>8am-8pm</u>	Off	Off	8pm-8am	8pm-8am	Off	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	Off	Off
B	Off	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	<u>ART 8hrs</u>	Off	Off	Off	8pm-8am	<u>8pm-8am</u>	Off	Off	8am-8pm	8am-8pm
C	Off	8pm-8am	12am-8am	Off	Off	8am-8pm	8am-8pm	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off
D	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off	Off	8am-8pm	4pm-12pm	Off	Off	8pm-8am	8pm-8am
S/A	8pm-8am	Off	8pm-12am	8am-8pm	8am-8pm	Off	Off	8pm-8am	Off	8am-4pm	8am-8pm	8am-4pm	Off	Off

4 hrs Alt.
8am-12pm

Monthly Schedule

FCC Pollock CUP Roster Schedule

Attachment A

Shift	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
A	Off	8pm-8am	12am-8am	Off	Off	8am-8pm	8am-8pm	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off
B	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off	Off	8am-8pm	4pm-12am	Off	Off	8pm-8am	8pm-8am
C	Off	8am-8pm	4pm-12am	Off	Off	8pm-8am	8pm-8am	8pm-8am	Off	Off	8am-8pm	8am-8pm	Off	Off
D	8pm-8am	Off	Off	8am-8pm	8am-8pm	Off	Off	Off	8pm-8am	12am-8am	Off	Off	8am-8pm	8am-8pm
S/A	Off	Off	8am-8pm	8am-8pm	8am-8pm	Off	Off	Off	8am-8pm	8am-8pm	8am-8pm	8am-4pm	Off	Off

No regularly scheduled overtime with this schedule.

Shift	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
A	Off	8am-8pm	4pm-12am	Off	Off	8pm-8am	8pm-8am	8pm-8am	Off	Off	8am-8pm	8am-8pm	Off	Off
B	8pm-8am	Off	Off	8am-8pm	8am-8pm	Off	Off	Off	8pm-8am	12am-8am	Off	Off	8am-8pm	8am-8pm
C	Off	8pm-8am	12am-8am	Off	Off	8am-8pm	8am-8pm	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off
D	8am-8pm	Off	Off	8pm-8am	8pm-8am	Off	Off	Off	8am-8pm	4pm-12am	Off	Off	8pm-8am	8pm-8am
S/A	Off	Off	8am-8pm	8am-8pm	8am-8pm	Off	Off	Off	8am-8pm	8am-8pm	8am-8pm	8am-4pm	Off	Off