

BKry 3-24-16
Jhalic

**PSYCHOLOGY DEPARTMENT
SCHEDULE AGREEMENT**

The attached Compressed Work Schedule "CWS" references diversified hours, i.e., (4) four 10-hour days a week, or eight (8) nine (9) hour days, with one (1) eight (8) hour day in a bi-weekly pay period. The employee will be required to work 80 hours per pay period. The employee understands not all shifts allow for three consecutive days off. Employees not on CWS will work a five (5) day, eight (8) hour, work week. Normally the post and schedule the employee is granted during the roster committee will be the post and schedule they remain on for the entire quarter. In the event staff members request to change schedules and/or days off, the procedures outlined in the Master Agreement, Article 18 will be followed.

Each entity, Psychologists, Treatment Specialists, Technicians and Secretary will be entitled to bid on their schedule, based on seniority with an option for a 30-minute lunch break.

All Psychology staff will normally work Monday through Friday between the hours of 6:00 am to 6:00 pm on an 8, 9 or 10 hour schedule. Normally Challenge Treatment Specialists will start no later than 7:00 am daily.

The Challenge Treatment Specialists will not have the same scheduled weekday off during a normal week. Only exception would be scheduled annual leave.

When an employee is scheduled for official travel and/or training, the employee may conform to or adjust their schedule and day off to ensure they receive the proper amount of training required.

During periods of staff shortages by positions, the Challenge Treatment Specialists with no less than three (3) staff, one of which may be the Challenge Program Coordinator, will temporarily revert to the eight (8) hour, five (5) day work schedule at the beginning of the second pay period since the shortage and will remain until the position is filled. At that point they will return to their bid upon schedule no later than the beginning of the next pay period.

With the possibility of new inmate programs in the Psychology Department, this CWS will be reviewed by Management and the Local 1034 to ensure the requirements of the program and compressed work schedule are in compliance for the new program.

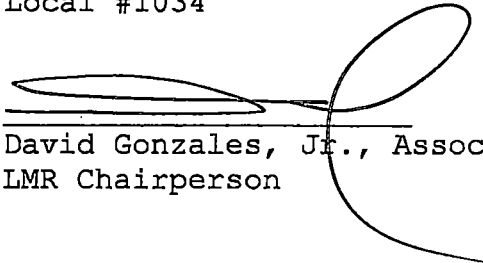
This agreement will supersede any previous agreements, work hours, days off or schedules for the Psychology Department. FCC Pollock's Management and Local 1034 may meet any time within six (6) months after implementation of this agreement in order to collectively bargain and work out any issues which may arise. There will be no deviations or changes from this agreement, unless mutually agreed upon.

The terms of this agreement have been completely read, are fully understood, have been freely reached, and are voluntarily accepted. Any deviation from this agreement will only be by mutual agreement of Union and Management in writing.



Brian Richmond, President
Local #1034

3-24-16
Date



David Gonzales, Jr., Associate Warden
LMR Chairperson

3/24/16
Date

BKR 3-24-16
3/23/16

Psychology Department Compressed Schedule Preference Request Form

Article 18. Section d (2) (d): The roster committee will consider preference requests in order of seniority and will make reasonable efforts to grant such requests. Reasonable efforts mean that Management will not arbitrarily deny such requests. (Seniority is defined in Article 19)

DATE OF REQUEST: _____

NAME OF EMPLOYEE: _____

POSITION: _____

DEPARTMENT: _____ EOD: _____

SIGNATURE OF EMPLOYEE: _____

Article 18. Section d (2) (a): Employees may submit a preference request for assignment, shift, month, and days off, or any combination of thereof...

Shift Request: _____ 8s _____ 9s _____ 10s

Hours To Be Worked: _____

Day Off: _____

Week of Pay Period (9s only): _____ 1st week _____ 2nd week

Lunch Break: _____ Yes _____ No

Institution Assignment Request (Staff Psychologists & Drug Abuse Program Treatment Specialists):
_____ USP _____ FCI

_____ **To Be Completed By The Roster Committee** _____

Action by Committee:

Day Off: _____

Post/ Assignment: _____

Shift: _____

Seniority Number: _____

Psychology Department Roster Committee Assignments

| Position | Shift Request | Hours Worked | Day Off | Week | Institution |
|---|---------------|--------------|---------|------|-------------|
| Challenge Program Treatment Specialists | | | | | |
| CTS 1 | | | | | USP |
| CTS 2 | | | | | USP |
| CTS 3 | | | | | USP |
| CTS 4 | | | | | USP |
| Drug Abuse Program Treatment Specialists | | | | | |
| DTS 1 | | | | | FCI |
| DTS 2 | | | | | FCI |
| DTS 3 | | | | | USP |
| Psychology Secretary | | | | | |
| Psy Sec | | | | | FCI |
| Psychology Technician | | | | | |
| Psy Tech | | | | | USP |
| Staff Psychologists | | | | | |
| Staff Psych 1 | | | | | USP |
| Staff Psych 2 | | | | | USP |
| Staff Psych 3 | | | | | FCI |

BKR
3-24-16
3/23/16

