

## Procedures for assigning Mandatory Overtime To Correctional Services Staff at FCC Pollock, LA

1. If it constitutes a Correctional Officer being paid for working involuntary overtime beyond their shift, they will receive mandatory overtime credit (except as stated in #5).
2. The Mandatory Overtime List will be kept in reverse seniority by the last date the employee was mandated.
3. Employees will not be required to work mandatory overtime on their Friday and or the day before they are to begin any type of scheduled leave. Employees may decline the mandatory overtime based on these criteria.
4. No employee will be mandated to work if currently working overtime on his/her day off.
5. Ordinarily any employee who volunteers for outside hospital overtime does so with the understanding that he/she may be required to work past 8 hours without receiving mandatory credit.
6. After making every attempt to fill overtime by the Overtime Sign-up Roster, an "ALL CALL" should be put out over all channels at both institutions prior to mandating employees to work the overtime.
7. Qualified Non-Bargaining employees may be given the opportunity to work overtime normally filled by Bargaining Unit Employees prior to mandating a Qualified Bargaining Unit employee in accordance with the Master Agreement and as stated below.

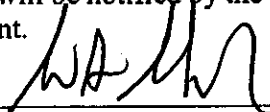
Article 18: Section P, 1. "Employees in the bargaining unit will receive first consideration for these overtime assignments"

As stated in #5: \*"Ordinarily" will be defined in this agreement to mean: Travel time from the relieving employee's assignment to the Hospital overtime assignment.\*

This agreement does not pertain to emergency situations and should be used for normal mandatory procedures for Correctional Services bargaining unit staff. It is mutually agreed that this Mandatory agreement is a good faith bargaining effort to establish a more employee and family friendly working environment for staff. It does not in any way or at any time supersede or usurp management's right to assign work, to include overtime, according to the Master Agreement.

The President of the local will be notified by the CEO or his representative as soon as possible if there is a need to deviate from this agreement.


Complex Warden

  
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Date

2-25-11


FCI Warden

  
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Date

2/25/11

For Local 1034

  
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Date

2-25-11

This agreement will be reviewed by both the Union and Management for effectiveness within six months from the signing of this agreement if either party has issues to discuss. No changes will be made to this agreement unless both parties agree to such changes or is negotiated accordingly.