

**SETTLEMENT AGREEMENT**  
between  
**Federal Correctional Institution (Management)**  
**El Reno, Oklahoma**  
and  
**AFGE Local 171 (Union)**  
regarding  
**Various Arbitrations**  
**March 7, 2003**

In order to amicably and jointly resolve the grievances and arbitrations cited in this settlement, the parties agree as follows:

1. Management agrees to notify the Union, as soon as practicable, when asbestos containing materials are found in the institution and to notify the Union regarding the removal of such material in conjunction with Local Supplemental Agreement Article 40(a).
2. Management agrees to provide an agenda to the Union at least three (3) days prior to each institution Central Safety Committee meeting listing the specific issues to be discussed. The Union may have a number of representatives on this committee equal to the number of Management members mandated by Bureau of Prisons policy. Program Statement 1600.08 (Occupational Safety and Environmental Health) currently sets this number at four (4). Management will make reasonable efforts to relieve those institution staff, workload permitting, who wish to present safety concerns to the committee.
3. Management agrees to provide phlebotomy training to Shane Terrell, Health Technician, from a mutually agreed upon vendor, with the training to occur at a mutually convenient time and at a reasonable expense to the institution.
4. The Union agrees to withdraw:  
FMCS 02-12783 (Asbestos Removal)  
FMCS 02-16187 (Union Representation on Safety Committee)  
FMCS 03-01892 (S. Terrell Phlebotomy Training)
4. The parties agree that any cancellation or other fees due the arbitrators shall be borne equally.

For AFGE Local 171

For FCI, El Reno

