

MEMORANDUM OF UNDERSTANDING (MOU)

between

Federal Correctional Institution (Employer)

El Reno, Oklahoma

and

AFGE Local 171 (Union)

regarding

Reasonable Accommodation


This memorandum of understanding constitutes an agreement between the undersigned parties regarding the Employer's temporary accommodation of a bargaining unit employee's medical condition.

1. The Union agrees that for the duration of this accommodation, the telephone receptionist post will be unavailable for correctional services roster preference requests. The Employer agrees to make reasonable efforts to accommodate correctional staff displaced from their currently assigned posts by this initial reasonable accommodation.
2. The parties agree that the unavailability of this post is temporary. The parties agree this MOU does not constitute a precedent or past practice on the part of the either party. Requests by bargaining unit employees for temporary reasonable accommodation of medical conditions will continue to be evaluated and determinations made by the Employer on a case-by-case basis.
3. The parties have read and fully agree with the terms and conditions of this agreement, waiving any and all rights to contest the validity of this understanding.
4. The parties acknowledge that the terms of this agreement have been completely read, are fully understood, have been freely reached, and are voluntarily accepted.

For FCI El Reno:

For AFGE Local 171:


Signature/Date


Signature/Date