

**AGREEMENT AND UNDERSTANDING
BETWEEN
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, LOCAL 171
AND
UNITED STATES DEPARTMENT OF JUSTICE, FEDERAL BUREAU OF PRISONS,
FEDERAL CORRECTIONAL INSTITUTION, EL RENO, OKLAHOMA**

On January 13, 2004 representatives of the above parties met with representatives of the Federal Labor Relations Authority's Collaboration and Alternative Dispute Resolution (CADR) Program to discuss the resolution of the underlying issues involved in American Federation of Government Employees, Local 171 and United States Department of Justice, Federal Bureau of Prisons, Federal Correctional Institution, El Reno, Oklahoma, Case No. 0-NG-2750.

As a result of the January 13, 2004 session, the parties have agreed to the following:

The parties acknowledge that the security cameras will be installed, 6-leisure center, 4-gymnasium, 10-food service, 2-recreation yard and 2 – mounted on outside of housing units. The main purpose for the security cameras is to enhance security, and to protect staff and inmates.

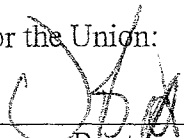
In accordance with Office of Enforcement Operations (OEO) procedures, security cameras will not be solely used to monitor staff without prior approval. Bargaining Unit Staff and designated representative will be allowed to view any camera footage used to propose discipline in accordance with 5 USC 7503 and 5 USC 7513 as applicable.

The parties agree that should the Agency determine to install security cameras at other locations and/or make changes regarding security cameras that could impact on the Bargaining Unit staff, it will notify the Union and the Union may request to bargain to the extent required by law.

Management agrees to notify the Union President when the cameras become initially operational.

The parties agreed that in light of the agreement reached during the January 13, 2004 session the Union withdraws its petition for review pending before the Federal Labor Relations Authority in Case No. 0-NG-2750.

For the Union:

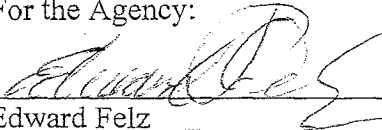


Donny Boyte



Mike Keller

For the Agency:



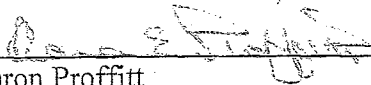
Edward Felz



Pat Singleton

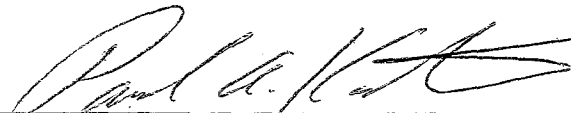


Chad Hendrix



Aaron Proffitt

DATE



Paul A. Kastner



Judy Campbell