

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**Federal Correctional Institution (Employer)**  
**El Reno, Oklahoma**  
**and**  
**AFGE Local 171 (Union)**  
**regarding**  
**Health Services Department Quarterly Assignment Rosters**  
**July 6, 2000**

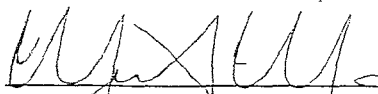
This memorandum of understanding constitutes an agreement between the undersigned parties on the administration of quarterly assignment rosters for bargaining unit employees in the Health Services Department at FCI El Reno.

1. The Roster Committee will consist of one representative from each party. Additional members may be added by mutual agreement.
2. A blank quarterly roster will be posted six weeks prior to the beginning of the upcoming quarter and all non-supervisory health services staff, to include PHS staff, will have the opportunity to submit assignment/shift preference requests until three weeks prior to the quarter change, at which time the Roster Committee will consider preference requests in order of seniority (as defined in Article 19 of the Master Agreement) and will make reasonable efforts to grant such requests.
3. Qualified employees covered under the terms of this MOU may request to remain on a preferred assignment/post, seniority permitting, for up to six (6) months.
4. No qualified employee covered under the terms of this MOU will be assigned to sick and annual relief for subsequent quarters until all eligible employees in the department have been assigned to sick and annual relief, unless the employee specifically requests such assignment.
5. The parties agree the Employer retains the right to determine employee qualifications for assignment for particular assignment/shift requests. The Employer agrees that such determinations will be based solely on professional medical licensing/certification requirements and/or documented employee performance, and not for arbitrary or capacious reasons.
6. Either party may request to re-evaluate the operation of this Memorandum of Understanding as necessary to address concerns or issues that may later arise.

For AFGE Local 171:

  
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Donnie Boyte, Secretary-Treasurer

For FCI El Reno:

  
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Mike Maize, Health Services Administrator