

SETTLEMENT AGREEMENT

between

Federal Correctional Institution (Employer)

El Reno, Oklahoma

and

AFGE Local 171 (Union)

regarding FMCS Case No. 99-07155 (Working Conditions)

April 28, 1999

In effort to settle Federal Mediation and Conciliation Service (FMCS) Case Number 99-07155 regarding changes in working conditions, the Union and the Employer agree to the following terms:

1. Both parties agree that this settlement agreement impacts only this particular case, and any future actions by the Employer lie outside this agreement.
2. The Union agrees to revoke arbitration of FMCS # 99-07155. Both parties agree to notify the arbitrator, and, if any expenses are owed, such expenses will be split equally.
3. The Employer agrees to negotiate the impact and implementation of changes in working conditions in the FCI, El Reno Unicor factory in accordance with the Master Agreement.
4. The Employer agrees to remind all managers in the Unicor factory that any subsequent changes in working conditions will be discussed with the Union prior to implementation as per the Master Agreement.
5. The Union agrees that, by acceptance of this agreement, in this particular case only, they may waive any and all appeal rights. This includes EEO, MSPB, FLRA, Arbitration, Civil Court, or any other legal forum.
6. The parties have read and fully agree with the terms and conditions of this agreement. The parties waive any and all rights to contest the validity of this agreement.
7. This agreement constitutes the entire agreement between the parties, and there are no other terms, express or implied, except as written in this agreement. The parties agree that this agreement does not constitute an admission of fault, liability, error, or wrongdoing on the part of either party.

For AFGE Local 171




Bill Wood, AFGE President

5-14-99

Date

For FCI, El Reno



L. E. Fleming, Warden

5-14-99

Date