

MEMORANDUM OF UNDERSTANDING

Between

Federal Correctional Institution (Employer)

El Reno, Oklahoma

And

AFGE Local 171 (Union)

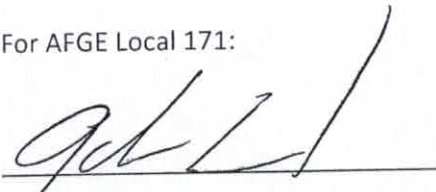
regarding

Random Staff Drug Testing

This Memorandum of Understanding constitutes an agreement between the undersigned parties on procedures and accommodations for the Random Staff Drug Testing Program for Federal Correctional Institution El Reno, Oklahoma. This agreement is in accordance with the ruling on FMCS case # 17-52740-6 regarding the Past Practice at FCI El Reno regarding Random Staff Drug Testing.

1. The Agency will notify the Union in advance (normally at least 24 hours), that a Urine Analysis (UA) will be conducted, so that a Union Representative can be staged in Medical before Bargaining Unit Staff are called to give a UA sample. The name or position of the bargaining unit staff member will not be provided to the Union.
2. The Agency will contact the Union Representative designated for Urine Analysis Testing, or if unavailable a Union Representative designated by the Local President.
3. The agreed upon form to elect (or not elect) a Union representative to be present will be utilized and retained by the Agency for two (2) years.
4. When a staff member requests a representative, the Agency will notify the representative in the staging area (Medical conference room) and the representative will be present for the process at the collection site.
5. For instances when the employee does not wish to have a representative, the Union representative will wait in the Medical conference room during the collection process to ensure the privacy of the employee.
6. The Agency will ensure that the privacy of the Employee is maintained in the collection process.
7. Each UA sample will be secured in the safe located in the Medical conference room after it is taken regardless of the election of a representative. This secure location will only be accessible by the Health Services Administrator or their designee.
8. After all UA samples are taken for the day, the Union Representative will be present for the packaging of all UA samples from the safe into a shipping container.
9. The Union Representative will accompany the UA samples to the Post Office (or mailing location) at the end of sample collection on the same day.

For AFGE Local 171:



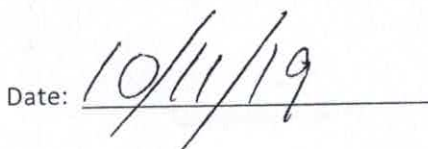
J. Lepird, President

For FCI El Reno:

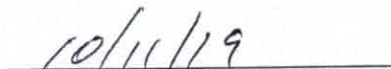


S. R. Grant, Warden

Date:



10/11/19



10/11/19