

**Negotiated Agreement  
Supplemental Agreement ISM Roster**

The Federal Bureau of Prisons, Federal Detention Center, Miami Florida, ("the Agency or BOP") and American Federation of Government Employees, Local 501 (the Union), (the parties), desire to enter into an agreement in regards to the implementation of a supplemental agreement to the procedures for the roster committee procedures in the Correctional Systems Department at FDC Miami..

1. The Bargaining Unit Members covered by this agreement are all Bargaining Unit Staff in the Correctional Systems Department.
2. The blank roster and shift requests will continue to be posted and distributed in accordance with Article 18 of the Master Agreement. A Metal box will be placed in the CSM area for shift requests to be placed after completion by the bargaining unit members. The box will be locked with plastic tie, and sealed with signatures from both Union and Management of date sealed.
3. The Roster Committee will meet every (3) months. The metal box containing the shift requests will be opened with both Union and Management present.
4. There is no mandatory rotation however; bargaining unit staff that have been on a specific shift for a continuous (1) year period will be permitted to Rotate to another shift for a roster period .
5. Those staff members exercising their right to come off shift after (1) continuous year will be placed on the requested shift using the following criteria respectively.
  - A. Bargaining Unit Members that have been on the shift for (2) consecutive years.
  - B. Bargaining Unit Members that have been on shift for a continuous year.
  - C. If no bargaining unit member falls in category (A) (B) the least senior bargaining unit member occupying that shift.
  - D. If two bargaining unit members fall in same category seniority will be used to determine shift assignment.

6. Management will maintain assignment cards or tracking system, and the Union and Management will utilize this system in determining all issues concerning line (5) of this agreement.
7. All items not identified in this Agreement but addressed in the Master Agreement are still applicable. There will be no changes to this agreement without mutual consent from management and the Union.
8. Bargaining Unit Staff assigned to the Movement Coordinator, and Commitment Desk positions will shadow the outgoing Bargaining Unit Member occupying that position for a period of no less than (40) Hours for training and transition purposes. The only time this will not have to occur is if the incoming bargaining unit member has occupied that position.
9. The start date to determine staff eligibility to rotate to different shift will be the first quarter of 2009.



Charles Laugh Pres. Local 501



Kenneth Smith, Steward.



Osmido Izquierdo, CMC



Suzanne Meridieth, CSS