

Memorandum of Understanding

This is a Memorandum of Understanding(MOU) between the parties, U.S.P. Lewisburg (Management) and A.F.G.E. Local #148 (Union). This Memorandum of Understanding regards procedures for Mandatory Overtime at USP Lewisburg only.

This Memorandum of Understanding supplements and takes precedent over current procedures, and post orders, if applicable. This agreement will be in full force and effective from the date agreed to, until amended by both parties

Amendments to this Agreement may be negotiated at any time by mutual agreement of the parties, or as required by new laws or regulations of appropriate higher authorities.

The parties agree to the following:

1. In accordance with our current procedures, a mandatory overtime roster will be maintained with the names of Custody staff listed by inverse seniority.
2. When it is determined by management to fill a position with overtime, management will first refer to the overtime sign up roster and try to fill the overtime. If management cannot gain a volunteer from the overtime sign up roster, management will notify all staff currently working in an attempt to attain a volunteer.
3. If management cannot find a volunteer to work the overtime, management will refer to the mandatory overtime roster and assign mandatory overtime to the staff member at the top of the list.
4. Once that staff member is mandated to work overtime, that staff member's name will go to the bottom of the mandatory overtime list.
5. The mandatory overtime roster will be reset on a yearly basis, beginning with the start of the new calendar year quarter (December/January), every year.
6. The morning watch Lieutenant will print the mandatory overtime list daily. The list will be maintained with the Daily Correctional Services Roster in the Lieutenant's office. A copy of the mandatory overtime list will be printed on each shift and maintained in the same manner as previously stated. Nothing precludes staff from contacting any Lieutenant on shift who can provide them with their location on the mandatory overtime list. When requested, the Lieutenant will advise the staff member of their location on said list.
7. Staff who are currently working an overtime and are on their day off or vacation, will be passed over on the mandate roster. Staff who are working on their Friday of their work week, or

are scheduled to start vacation the following day will also be passed over.

8. Any staff member who is mandated to work an overtime will be granted a reasonable amount of time to attempt to make necessary phone calls to family to advise them of their mandate. The staff member will be relieved of duties during this time, and this time will be on duty time.

This agreement is effective upon the date signed by both parties.

FOR MANAGEMENT:

Troy Williamson 11-6-07
Date
Troy Williamson
Warden
USP Lewisburg

Chuck Maigrana 11/8/07
Date
Chuck Maigrana
Associate Warden (P & C)
LMR Chairperson
USP Lewisburg

Chris Bergan 11-5-07
Date
Chris Bergan
Acting Captain
USP Lewisburg

Tammy Cressinger 11/05/07
Tammy Cressinger
Lead Employee Services Specialist
USP Lewisburg

FOR THE UNION:

Danny Bensinger 11-16-07
Date
Danny Bensinger
President
A.F.G.E. Local #148

Tony Liesenfeld 11-19-07
Date
Tony Liesenfeld
Secretary/Treasurer
A.F.G.E. Local #148

Jeff Rose 11/19/07
Date
Jeff Rose
Steward
A.F.G.E. Local #148

Mike Kemmerer 11-19-07
Date
Mike Kemmerer
Steward
A.F.G.E. Local #148