

**MEMORANDUM OF UNDERSTANDING (MOU)**  
BETWEEN THE  
COUNCIL OF PRISON LOCALS, LOCAL 408 (UNION), AND  
FEDERAL CORRECTIONAL COMPLEX, BUTNER, NC (AGENCY)


The Federal Correctional Complex, hereafter referred to as the Agency, and the Council of Prison Locals, Local 408, hereafter referred to as the Union, agree to the following in regards to advertising of vacancies in the Nursing Department at the Federal Correctional Complex, Butner, North Carolina.

Beginning with the execution date in this MOU, the following procedures will take affect when filling a nursing position that has been vacated through transfer, resignation, retirement, or promotion.

1. The position will be offered for bid to all eligible staff.
2. Staff eligible to bid on vacant Nursing positions are Nursing staff who have been in their current position for six (6) months or greater and who have completed both the Introduction to Correctional Techniques (ICT), Phase I and II.
3. Vacant Nursing positions will be posted on the nursing administration bulletin board and via a Groupwise message to all Nursing staff and officials of Local 408 for a 14-day period.
4. Those Nursing staff wishing to bid on a Nursing position vacancy will send an email message indicating their interest to the Director of Nursing (DON) **AND** Assistant Director of Nursing (ADON) **AND** Local 408 officials at the employees discretion, by 11:59 pm on the closing date.
5. Selections will be determined by staff seniority using their entry on duty (EOD) date with the Bureau of Prisons.
6. Ordinarily, selection announcements will be posted on the nursing administration bulletin board and via a Groupwise message, to all Nursing staff and Local 408 officials within seven (7) working days following the closing date of the announcement.
7. Should any concerns surface as a result of this MOU, the Agency and Local 408 agree to discuss them within 7 days of notification of the issue.

This MOU will remain in effect through the implementation of a new Master Agreement or until either party requests to re-negotiate the procedures set forth in this MOU.

FOR THE AGENCY:

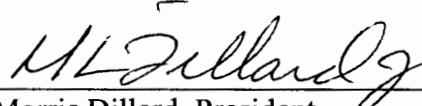
  
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Sara M. Revell, Complex  
Federal Correctional Complex  
Butner, North Carolina

Executed: \_\_\_\_\_

Date

7/15/10

FOR THE UNION:

  
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Morris Dillard, President  
AFGE Local 408  
Butner, North Carolina