

Giamellaro, David P

From: NFFE-1998 President
Sent: Friday, December 14, 2012 5:41 PM
To: Nowells, Dominique X; Gonzalez, Eduardo J; Giamellaro, David P; Rodriguez, Rudy
Cc: 'DiTullio, Donna'; Rojas, Steve
Subject: RE: FSIP agreement revision

Parties are agreed as follows:

1. Lunch Times: Scheduled anywhere between 12:00 noon to 2:00 PM. Employees scheduled to work at the public counter may "pair up" with another employee for relief during lunch. Employees may choose from one of these schedules:

12:00 PM-12:45 PM
1:00 PM-1:45 PM

2. Flexitour Schedules:

7:15 AM to 4:00 PM
7:30 AM to 4:15 PM

The Flexitour schedules are fixed schedules with the same arrival/departure times each day. Management will allow employees to choose from the available start times. There is no limit on the number of employees who may participate in a Flexitour work schedule, providing there at least five people working the 8:00 start-time and at least five people working the 7:30 start-time. If interest in the 8:00 and 7:30 start time falls short of that, the employees with highest seniority in Passport Services will get the start time of their choosing. There is no "open season" for employees to start a Flexitour work schedule.

Employees may select any of the Flexitour schedules listed above. An employee who wishes to start or change a Flexitour schedule must provide two weeks written notice to his/her supervisor. Once an employee's Flexitour schedule is established, the hours are fixed until the employee requests a change in accordance with the procedures in this agreement and the Master Agreement.

3. Compressed Work Schedules (CWS):

Only the 5/4-9 CWS is available at PPT/MM:

5/4-9 (CWS) Plan: A full time employee must work eight 9-hour days and one 8-hour day for a total of 80 hours in a biweekly pay period. Employees on the 5/4-9 Plan may choose from one of these schedules:

7:15 AM to 5:00 PM (45-minute lunch) / 7:15 AM to 4:00 PM (8 hour day)

There is no limit to the number of employees who can participate in the 5/4-9 Plan. There is a limit on the number of employees who can have a particular RDO. The available regular days off (RDO's) for the 5/4-9 Plan, and their allowable number of employees who can have that day as the RDO, are:

Monday: 2
Tuesday: 1

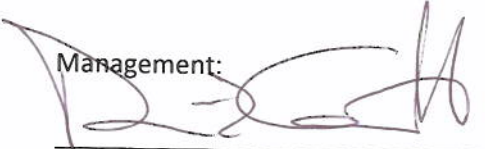
Wednesday: 0

Thursday: 1

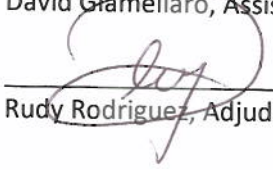
Friday: 2

4. The terms of this agreement will take effect with the first full pay period of February, 2013. This agreement will remain in effect for five years, during which time it can be renegotiated only by the mutual consent of both parties, unless Miami BUE staffing rises or decreases by 30% at any time after the signing of the agreement. If that occurs, or if the agreement has been in effect for five years, the agreement will be re-negotiated upon the request of either Party.

Management:



David Giamellaro, Assistant Director



Rudy Rodriguez, Adjudication Manager

Union:



Dominique Nowells, Senior Steward



Ed Gonzalez, Steward