

>>> Griffith, L. Cristina (Christopher Wade) 12/17/2008 5:39 PM >>>

There have been a number of questions that have come up regarding the three year rotation cycle and Article 18 of the Master Agreement. Specifically, Article 18, section e of the Master Agreement states:

"[n]othing in this article is intended to limit an employee from requesting and remaining on a preferred shift for up to one (1) year. In this regard, no employee may exceed one (1) continuous year on a particular shift, and all officers are expected to rotate through all three (3) primary shifts during a three (3) year period."

Please be advised that as we end the three year cycle (as prescribed by the Correctional Services Branch), that there may be a number of staff who did not rotate through all three primary shifts during the prior three years. The Master Agreement states, that it is "expected" that all staff rotate. The responsibility to meet this "expectation" to rotate is on both the employee and the employer. This process should be ongoing for the entire three year cycle, and not require implementing drastic changes at the end of the three year cycle in order to require all staff to rotate through all three primary shifts. Planning should occur at each institution at the onset of the three year cycle to ensure a process is in place to capture all affected staff during the three year period. Adding quarters to the cycle to meet the rotation provision of the Master Agreement is not consistent with the intent of the Master Agreement, or with the guidance from the Correctional Services Branch.

As a reminder, all staff begin with a "clean slate" with the new three year rotation period. Should you have any questions regarding this matter, please do not hesitate to contact a member of the Labor Management Relations Branch at (202) 307-6684.