



**National Border Patrol Council
Local 2266
-And-
Swanton Sector Border Patrol
Management**



AGREEMENT

A meeting on November 7, 2013, at the Swanton Border Patrol Station resulted in mutual agreements listed and termed below. Present in this meeting for management were, Chief Patrol Agent John Pfeifer, Deputy Chief Patrol Agent Mark Butler and Operations Officer Raulan Masada "noninvolved/nonparticipating note taker only." Present for the Union were, NBPC Vice President Jon Perkins, Local 2266 President Christian Porras and Local 2266 Vice President Sean Walsh.

In resolution of the following grievances, the parties agree to the following outcomes:

- I. The two (2) Step I grievances concerning the denial of Official Time (OT) deriving from the Beecher Falls and Newport stations will be held in abeyance/pending and withdrawn upon the completion of the following:
 - i. A 6 (six) month time extension will be granted by the agency on the above two (2) Step I grievances. Local 2266 will reserve the right to proceed with the grievance process during this 6 (six) month time extension upon continual violations of this agreement.
 - ii. Swanton Sector management will make whole Local 2266 Union Representatives by returning all annual leave used for OT due to the denial of OT in the year 2013.
 - iii. OT should not be denied for any reasons other than needs of the service or the agency has evidence of abuse regarding the use of OT by the Union Representative. Union Representatives will be reasonable with the request of OT and provide sufficient justification for time requested as per the CBA. Management will make every reasonable effort to approve OT requested by the Union Representative.
- II. Two (2) UIG's regarding the Newport Sensor Detail and the Richford ATF Detail that were conditionally placed on hiatus pending the negotiation and completion of a Swanton Sector Detail Management Team (DMT) will be withdrawn upon the completions of the following "i." and "ii." conditions. A 30-day extension may be granted if, mutually agreed upon by the Union and Management for the completion of the DMT.
 - a. The UIG regarding the southern border detail selection will be withdrawn only upon the full completion and implementation of a DMT by January 15, 2014.

b. An Unfair Labor Practice for bad faith bargaining based upon the failure to negotiate a DMT with the Union, as agreed upon on July 15, 2013 between the Union and CPA Pfeifer will not be filed if a DMT is completed and implemented by January 15, 2014.

i. Swanton Sector Detail Management Plan will be negotiated and signed no later than January 15, 2014.

ii. Sixteen (16) hours of administrative leave will be granted to the most senior agent (BPA Michael Johnson) not selected whom applied to the southern border detail.

III. Revised Communication Form

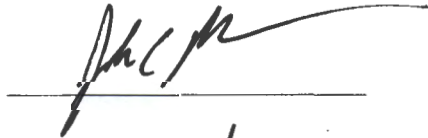
a. Management has agreed to revise the Communications form instituted since July 2013. The form has been revised at the request of Local 2266 and reaffirmed its use by both parties in order to promote a good working relationship and in order to resolve issues that arise at the station level at the lowest possible level. Any grievances unsettled or unresolved will be taken to the next level.

IV. HIP

a. Management has agreed to review the union's suggestions to the proposal and at the time of this meeting, there were no objections.

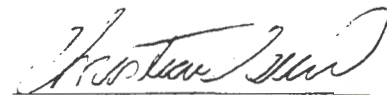
This resolution of the specifically mentioned Grievances and ULP's is to promote good faith bargaining and encourage a better working relationship between the Union and Management. It shall be understood that these resolution will not create any precedence and or past practices but is the will of both parties to work hand and hand in such issues.

John C. Pfeifer
Chief Patrol Agent
Swanton Sector



Date: 12/18/13

Christian Porras
President
AFGE/NBPC Local 2266



Date: 12/17/2013