


PROFESSIONAL STANDARDS

SECTION 1: PROFESSIONAL STANDARDS GUIDE: The current separate Professional Standards Guides for FBCH (27 November 2016) and WRNMMC (No. 1000.02, 2015) shall remain in force and applicable to the respective bargaining unit employees of each MTF, except as outlined herein, for the life of this contract. Employees who work at more than one MTF shall follow the Professional Standards Guide of the MTF where they are physically located. The WRNMMC Professional Standards Guide applies to WRNMMC, DTHC, JPC and IRMAC.

SECTION 2: MODIFICATIONS: Should the Agency wish to institute a single Professional Standards Guide or wish to modify or update the Professional Standards Guides for FBCH or WRNMMC, the Agency shall provide the Union notice and an opportunity to bargain in accordance with the Mid-Term Bargaining Article of this CBA.

SECTION 3: DRESS CODES AND UNIFORMS: Issues relating to dress codes, uniforms (including scrubs), personal appearance and apparel shall be governed by the applicable provisions of this CBA.

SECTION 4: DISCIPLINE: Notwithstanding the language on the FBCH employee signature form, it is the Policy of the Agency not to use the violations of the Professional Standards Guides as the basis for proposing formal disciplinary action. The agency may consider compliance with the professional standards in their determination of an appropriate level of discipline. However, Deciding Officials in Disciplinary/Adverse Actions, per Douglas Factor Number 9, may consider the clarity with which the employee was on notice regarding any rules that were violated in committing the offense, or whether or not the employee had been warned about the conduct in question for documented allegations of non-compliance with Professional Standards if appropriate to the case before them.

Agreed: Agency: 

Union: 

Date: 7 May 16

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