



U.S. Department of Justice

Federal Bureau of Prisons

*Federal Correctional Complex
P.O. Box 1000
Butner, North Carolina 27509*

DATE: August 10, 2016
TO: LMR Meeting File - Local 0408
FROM: Shaw Hargett, Human Resource Manager
SUBJECT: LMR Meeting Minutes

A Labor Management Relations meeting commenced at 9:00 a.m. Members present were:

Michael Smith, Associate Warden - FMC
Cynthia Swain, Associate Warden – FCI 2
Kenny McKoy, Acting Associate Warden – FMC
Eric Emmerich, Complex Captain
Shaw Hargett, HRM
Chandra Richardson, HRM Trainee, Recorder
Anthony Little, Local President
Melvin C. McLawhorn II, Vice President – FCI 2
Shellie Anderson, Vice President - FMC
Glenda Mills, Treasurer & Secretary
Rodney Griffin, Steward, FCI 2
Delshon Harding, Chief Steward - FMC
Floyd France, Steward – FMC
Tamara Neal, Steward – FMC
Andrea Harris, Legislative Coordinator
Amy Jacobs, AHSA – FMC
Ivy Manning, DON – Health Services

OLD BUSINESS:

Item 16-45 **AD/ESH Status on Open Population**

Discussion: Union states unit the issue is food slots should be on all AD and DS status cells so unit officer can properly restrain inmates at the FMC. Management states that the policy only applies to the Special Housing Unit, there is no Special Housing Unit at the FMC.

Status: Closed

Item 16-59 Roster Adjustment

Discussion: Management will get with the Business Office and have information sent out about travel guidelines for when a government vehicle is not available. Union states they are concerned about the new implementation procedures which could potentially lead to litigation.

Status: Closed

Item 16-60 Promotion

Discussion: Union would like management to be aware that it should be fair and equitable when it comes to personnel practice. Management states that per Article 5 promotion of staff is nonnegotiable.

Status: Closed

Item 16-61 Union Officials Intimidation

Discussion: Union states this is not the first time it has been brought to the Union's attention that union officials have been intimidated. Union ask the Agency to follow Article 7, section a. Union feels because of their affiliation with the labor organization they are being treated unfairly and unequitable which is causing a chilling effect by personnel management, and has impacted our ability to represent bargaining unit employees of local 408. Management denies allegations from the Union.

Status: Closed

Item 16-62 Veteran Discrimination

Discussion: Union states that the last GL-08 board that the announcement discriminates against veterans. Management states that the announcement did not give special hiring authority, however BOP employees can still apply like any other applicant.

Status: Tabled

Item 16-63 **Internet/Phone line (Hot Spot)**

Discussion: Management states it is being negotiated at National level.

Status: Closed

Item 16-64 **OC Program**

Discussion: Management will check with Computer Services and Central Office regarding issues with the OC Program. Union and management agree that if a staff member cannot print the certificate, the staff member will send an email stating the OC training has been completed.

Status: Closed

Item 16-65 **Augmentation**

Discussion: Management does not see it as augmentation, but as an assignment of duties. Management states they will continue to exercise their right to reassign staff as necessary. Management states an employee can utilize a government vehicle, when available for conducting official government business. Management will ensure that staff working longer than 8 hours will be compensated appropriately. When management augments correctional officers to the outside hospital at the last minute, they do not receive a duty free lunch break and compensation for travel. Union states due to agency's stance on this issue we will be going through more litigation. Union states because of management's actions is it causing a Portal to Portal issue.

Status: Tabled

Item 16-66 **Incentive Awards**

Discussion: Management states that the Facilities Department have completed the signs and will place in designated areas should be completed by Friday.

Status: Closed

Item 16-67 **Water Supply**

Discussion: Union states the Town of Butner has tainted water with various chemicals. Union would like an independent water sample done for the FMC and FCI 2 to ensure the filtration system is functioning properly. Management states there is a quarterly Safety Department meeting that can address your concerns.

Status: Closed

Item 16-68 **Variances**

Discussion: Management states that staff can come to the DON's office to see the variance, but will not be able to make a copy. Union would like a copy of the variance emailed to the Union President mailbox. Management states that they will send the final copy. Management and Union agreed to post PHS hours worked on the P: drive.

Status: Closed

Item 16-69 **Touch Cycle Count**

Discussion: Management states things have been better with the touch cycle. Management will continue to monitor the effectiveness of Touch Cycle counts after Program Review, if accountability continues to improve. Management will reevaluate if necessary. Union states it is under the influence that the Touch Cycle count is an accountability system for needles and syringes as accountability improves we will negotiate.

Status: Closed

Item 16-70 **Compressed Work Schedule**

Discussion: Management states they are working on the CWS regarding Health Services Assistants, they should be complete by the end of next week.

Status: Closed

Item 16-71 Evaluation

Discussion: Union states there have been incidents that were in violation of Article 14 of the Master Agreement. Management states if it is a specific incident they have to advise staff within 15 days. Union would like management to have Dept. Heads put out something to staff before the evaluation is due. Management will reinforce with managers to reach out to their staff.

Status: Closed

Item 16-72 Mandates

Discussion: Management states they are following the existing MOU regarding mandating; have to announce it first before mandating. Management will post scheduled leave for overtime two weeks in advance. Union will continue to monitor this situation. Union will meet with the DON regarding a staff member's mandate being changed.

Status: Closed

Item 16-73 STAR Report

Discussion: Management states a procedure will be in place when all T&A Clerks are relocated to the FCI 1. Staff will receive a copy of their T&A after it is keyed. .

Status: Closed

GOOD OF THE ORDER:

“All call's” are being made and not announced to 408 bargaining unit staff first regarding overtime. Management states they will follow the MOU agreed to from 2013.

Policy on BPT; have not seen policy on BPT. HR will send a response by the end of next week.

Proposal from Complex Captain to have training for employees.

Where what is the status of the Nurse Pay status, HRM has information and waiting for additional information.

When nurses are moved from their bid post they are being held to the same standard it presents a problem.

Portal issues:

Ongoing portal issues

Lunch breaks for reassigned staff, mileage documents to Business Office after hours, Boot truck.
The next LMR Meeting is September 7, 2016

Cynthia Swain, LMR Chairperson

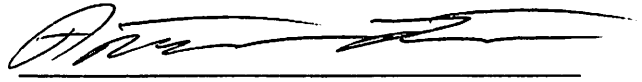
Anthony Little, President Local 0408

M. D. Smith, LMR Co-Chair

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