



U.S. Department of Justice

Federal Bureau of Prisons

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

DATE: June 8, 2016
TO: LMR Meeting File - Local 0408
FROM: ~~SAH~~
Shaw Hargett, Human Resource Manager
SUBJECT: LMR Meeting Minutes

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

M. K. Lewis, Associate Warden – FMC
Bryan Neagle, Acting Associate Warden – FCI 2
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, Local 0408
Delshon Harding, Chief Steward - FMC
Larry Nelson, Chief Steward - FCI 2
Alex Lee, Steward, FCI 2
Andrea Harris, Legislative Coordinator

OLD BUSINESS:

Item 16-01 **Staff being mandated for numerous issues other than call outs/emergencies**
Discussion: No discussion
Status: Closed

NEW BUSINESS:

Item 16-45 AD/ESH Status on Open Population

Discussion: Management states there were no additional cells to place inmates for the date in question. Management recommends that particular cells be identified to have traps added to the doors and management would like someone from the Union to walk around the FMC with them during the week of June 13th or June 20th. In the interim, there will be a three-man hold on inmate cells to ensure staff safety when emergencies arise. Union states that certain lock down cells do not have food slots. Therefore officers cannot properly restrain inmates per the correctional services manual. Union states management's alternative is to have a Lt. and two officers until the problem can be fixed. The Union will continue to monitor.

Status: Tabled

Item 16-46 HCT Bidding

Discussion: Union states a ULP was filed; agreement (MOU) was signed by sitting Warden (Atkinson) during that time, union provided MOU to management for HCT's. Management will review with the Department Head that signed the MOU. Union states that if a roster committee has not convened within 14 days, they will get with FLRA to notify them that the Agency has repudiated the agreement for the second time.

Status Closed

Item 16-47 Nursing Bidding/MOU

Discussion: Union states this agenda item is related to mandates and shortages; need to take drastic measures; mandates are happening too often. Management is requesting the Union to provide names and how often staff are mandated on their Friday. A review will start today and findings will be reported during the next LMR meeting. Union suggested that the Agency allow Nurse Managers to work overtime and explore contracting nurses and mandating PHS Nurse Managers. Union provided MOU to Management for nursing mandate.

Status: Tabled

Item 16-48 Acting Positions

Discussion: Union states that AHSA at the LSCI, has the same Health Services Assistant acting in the capacity of AHSA, not fair and equitable. Management states that they have the right to assign whomever to act in their absence per Article 5 section A2.

Status: Closed

Item 16-49 CA-16 Authorization for Medical Treatment

Discussion: Management states the Safety Dept. is working on procedures to place CA-16 forms in the Lieutenant's office. Management will ensure that the new policy effective May 1, 2016 will be followed; Safety Department will provide training to Department Heads on new policy and procedures.

Status: Closed

Item16-50 CME Allocation

Discussion: Union states they would like to know the decision criteria on who gets CME funding and who was denied CME funding. Management states to follow-up with the HSA for decision criteria information. Management states they will provide allocation percentages of CME funds for the healthcare professionals.

Status: Closed

Item 16-51 Social Workers Roster Committee

Discussion: Union states there has been no further discussion on a committee. Management states that the Supervisory Social Worker will be onboard in July/August. Union suggests getting a task force/committee together to decide what needs to be done and what to put in place. HR, Union (Nelson) and the Social Worker will meet to discuss the parameters of the PD, etc., once all information has been determined we will move ahead with initial discussion or not.

Status: Tabled

Item 16-52 New Light Duty Procedure

Discussion: Management states the term light duty is being referred to as temporary job modification; Management will educate staff on procedures.

Status: Closed

GOOD OF THE ORDER:

Union would like an update on moving the gun barrels at FCI2 within 14 days.

Union requested information of who to call when anyone in outside the institution bang in. reportedly Management stated that the issue will be reviewed and get back to them. Compressed work schedule, Hargett, HRM is working on getting everyone on the same page.

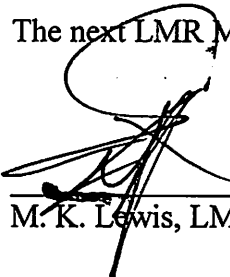
Union stated there is something wrong with the OC refresher on BOP Learn, staff have to review several times in order to get it completed. Overtime case with other local Unions, arbitrator has sent out his decision. Arbitrator wants to get with the Agency by the end of the month to discuss how things will be divided. Will need three people on official time for approximately three months and some people from management as well if there is no agreement has been made.

Portal issues:

Ongoing portal issues

Staff on morning and evening watch have to get signatures for travel. There is no overlapping system for shift relief.

The next LMR Meeting is July 6, 2016



M. K. Lewis, LMR Chairperson



Anthony Little, President Local 0408

Cynthia Swain, LMR Co-Chair