



U.S. Department of Justice

Federal Bureau of Prisons

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

DATE: May 11, 2016
TO: LMR Meeting File - Local 0408
/s/
FROM: Shaw Hargett, Human Resource Manager
SUBJECT: LMR Meeting Minutes

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

Cynthia Swain, Associate Warden – FCI 2
M. K. Lewis, Associate Warden – FMC
Michael Smith, Associate Warden – FCI 2
Reginald Wright, Captain FCI 2
Anthony Little, Local President
Melvin C. McLawhorn II, Vice President – FCI 2
Glenda Mills/Treasurer, Secretary, Local 0408
Delshon Harding, Chief Steward - FMC
Larry Nelson, Chief Steward - FCI 2
Andrea Harris, Legislative Coordinator
Chandra Richardson, HRM Trainee
Andrea Lynch, HRS Recorder

OLD BUSINESS:

Item 16-01 **Staff being mandated for numerous issues other than call outs/emergencies**

Discussion: Union states until management restructure and implement the new roster program and engage in the bidding process according to Article 18 the unnecessary mandating will not stop. Union is considering filing a grievance. Management will continue to make adjustments to Complex staffing.

Status: Tabled

Item 16-17 **Implement a process to pull weekly expired life-saving medications.**

Discussion: Management states the pharmacists are running a list prior to the weekend to eliminate expired medications.

Status: Closed

Item 16-20 **Unilateral changes to the nursing department in regards to the ICP program and transport to dialysis**

Discussion: Management and the Union will meet with the ICP program coordinator to clarify duties for the ICP inmates.

Status: Closed

Item 16-25 **Compensation for mileage for outside hospital posts**

Discussion: Management states staff should submit their mileage to Financial Management. Union requests Management send a memorandum to staff to submit their mileage to Financial Management. Management will request Financial Management to send a memorandum to staff on clarification of the submission of mileage.

Status: Closed

Item 16-28 **Mental health jobs posted on USAJOBS**

Discussion: Management will not be announcing psychiatric nurse positions and instead will ensure duties for nurses assigned to psychology are reflected in the post orders.

Status: Closed

NEW BUSINESS:

Item 16-37 **Compressed Work Schedule; Official Procedures for CWS**

Discussion: Union requested the procedures for CWS. Human Resources will ensure Department Heads and Supervisors are knowledgeable on the procedures for CWS.

Status: Closed

Item 16-38 **Vacating CTO Posts; CTO Roster listed as Do Not Fill**

Discussion: Management from the FCI 2 states CTO post will not be vacated but filled with sick and annual officers.

Status: Closed

Item 16-39 **Changes to CTO process at FCI I; CTO's No entry allowed after the 3PM Count**

Discussion: Union states the FCI will not allow the inmates in after 3pm. Union states it is unacceptable for inmates to be sitting on the bus for long periods of time creating a safety concern. Union states the post orders states CTO moves should be in route at 2pm which would cause an overflow. Union states the inmates should be on outcount. Union and Management agrees the MOU needs to be renegotiated. Union states the FCI should not negotiate procedures for Local 0408. Management will evaluate the process.

Status: Closed

Item 16-40 **Changes in working conditions; No Negotiations conducted**

Discussion: Union states there was a change of working conditions of a social worker. She was moved from one location to another and not negotiated with the Union. Union states because of the change, the social worker is not working in her scope of practice. Union states the social workers cannot work outside their scope of practice according to the NC Licensure Board. Union states they will file a grievance. Management states the Union was informed on the change in working conditions and requested of the Union to respond with I&I concerns. Union states they notified Management several time of I&I ground rules. Union states they requested several times that Management provide a date for I & I negotiations in accordance with I&I ground rules. Union states no dates were given to the Union.

Status: Closed

Item 16-41 **CERNER Training; Training on the new nursing roster program**

Discussion: Management states supervisors will be trained and then the Union will be trained at a date that will be determined.

Status: Closed

Item 16-42 **Official Time; Deadline to approve/disapprove official time**

Discussion: Union states the request of official time was not granted upon on because the supervisor was not available. Management will reiterate to the department heads to respond to official time requests in a reasonable amount of time according the Master Agreement.

Status: Closed

Item 16-43 **Disciplinary Process; Staff on disciplinary not allowed to work their respective shift**

Discussion: Management states this process will be evaluated on an individual basis. Management will follow the Master Agreement, Article 30 (G). Management has the right to determine internal security. Union states the treatment of employees have been investigated seems to be unfair and unjust and possibly lead to litigation.

Status: Closed

Item 16-44 **Specialty Nursing; No proposal for 1H received by the Union**

Discussion:

Status: Closed

GOOD OF THE ORDER:

Management will purchase chairs when funds are available for the FCI 2 and FMC.

Union concern that time off awards were not submitted for all firearms instructors.

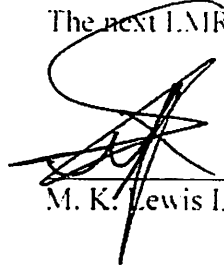
Staff is requesting tinted windows in the OP vehicles.

Union suggests the awning gun clearing barrel should be moved to the back of the SIS wall.

Portal issues:

Ongoing portal issues

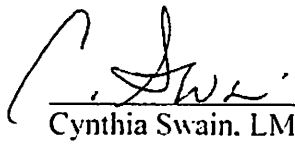
The next LMR Meeting is June 8, 2016



M. K. Lewis LMR Chairperson



Anthony Little, President Local 0408



Cynthia Swain, LMR Co-Chair