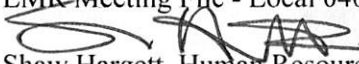




U.S. Department of Justice

Federal Bureau of Prisons

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

DATE: November 9, 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:

M. K. Lewis, Associate Warden - FMC
Cynthia Swain, Associate Warden - FCI 2
Eric Emmerich, Complex Captain
Henry McMillian, Complex HSA
Shaw Hargett, HRM
Stephanie Samples, Assistant SOE - FMC
Crystal Jones, AHRM, Recorder
Anthony Little, Local President
Melvin C. McLawhorn II, Vice President - FCI 2
Shellie Anderson, Vice President - FMC
Delshon Harding, Chief Steward - FMC
Glenda Mills, Secretary/Treasure - FMC
Michael Satterfield, Union Steward - FMC
Larry Nelson, Chief Steward - FCI 2
Riley Stoots, Union Steward - FCI 2
Jonathan Weary, Union Steward - FCI 2
Andrea Harris, Legislative Coordinator

OLD BUSINESS:

Item 16-85 Compressed Work Schedule

Discussion: Union stated this is fixed and waiting on signatures. Management stated biggest concern is coverage but they will monitor and reassess in 6 months. Management and Union came to the agreement to close.

Status: Closed

Item 16-97 Refrigerator

Discussion: Management stated the refrigerator has been delivered.

Status: Closed

Item 16-98 Vendors

Discussion: Management stated the Business Office will consider new vendors starting fiscal year 2018.

Status: Closed

Item 16-99 Data Request

Discussion: Management stated the Data Request has been sent to the Union. During the Veterans training next week, HR will present a class to help Veterans understand the process of applying for positions. Union stated this would be handled at the National level.

Status: Closed

NEW BUSINESS

Item 16-104 Augmentation

Discussion: Union states they need to monitor to make sure the new ART augmentation goes in the right direction that will work for all staff. They stated this would help take the pressure off of the Lieutenants. Union's concern; there is no Union Stewards involved in the augmentation schedule. Management states they will follow the MOU.

Status: Closed

16-105

Overtime

Discussion:

Union stated they received a memo to hire overtime from other locals. It appears Management is violating 408 rights. Union request clarification of the memo. Management explained the memo and assured the Union the memo was put out for guidance to the Lieutenants and prevent mistakes when mandating staff.

Status

Closed

16-106

Bargaining Staff On-Call

Discussion:

Union stated the Central Supply Staff are asked to be on call 24/7 without compensation. Management stated they are looking into this issue and are reviewing their current position description and aligning what is appropriate for them regarding their position. Management stated they do not have a conclusion but assured the Union they are working on a resolve.

Union added if the Central Supply Position states they are on call 24/7 they should receive compensation to include a cell phone or pager.

Management stated a meeting is scheduled in two weeks to discuss.

Status:

Tabled

16-107

Touch Cycle

Discussion:

Management stated we would table this issue.

Status:

Tabled

16-108

Mandates

Discussion:

Management stated we would table this issue.

Status:

Tabled

GOOD OF THE ORDER:

Union wants to make sure we are following the Master Agreement in terms of designating jurisdiction when Union Staff are assigned to other departments.

ACU continues to be left under staffed.

Union requested Management follow the I&I Ground Rules.

Union stated Staff is not being relieved for Recall which is affecting moral.


Portal issues:

Ongoing portal issues

The next LMR Meeting is December 13, 2016.



M. K. Lewis, LMR Chairperson



Anthony Little, President Local 0408



Cynthia Swain, LMR Co-Chairperson