




U.S. Department of Justice

Federal Bureau of Prisons

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

DATE: October 12, 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. D. Smith, Associate Warden - FMC
M. K. Lewis, Associate Warden - FMC
Cynthia Swain, Associate Warden – FCI 2
Eric Emmerich, Complex Captain
Henry McMillian, Complex HSA
Shaw Hargett, HRM
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
Larry Nelson, Chief Steward – FCI 2
Glenda Mills, Secretary/Treasure - FMC
Andrea Harris, Legislative Coordinator

OLD BUSINESS:

Item 16-62 Veteran Discrimination

Discussion: Union states that they would like Management to forward data request to Grand Prairie and include them in the response. Management will forward the data request to Grand Prairie.

Management stated they contacted Grand Prairie to express concerns regarding the interpretation of the disabled vet language on the application. Management stated they would put out an e-mail to clarify the language for the applicants.

Status: Closed

Item 16-85 Compressed Work Schedule

Discussion: Management asked the Union to show a proposal for the 10's compressed work scheduled, which they did. If no negative impact is found in the proposal we will move forward with the 10's. If there is negative impact Management will move forward with the 9's compressed work schedule. A follow-up meeting will be scheduled within the next 14 days.

Status: Tabled

NEW BUSINESS

Item 16-94 Fair and Equitable Treatment

Discussion: Union stated they feel the officers are being treated unfair. Union would like communication if rules or expectation changes regarding arrival and exit times for staff to be at work.

Management stated they expect staff to give 8 hours from their arrival time to the time they exit the facility.

Status: Closed

Item 16-95 Post Orders

Discussion: Management stated they would ensure inmates who are placed on AD status in cells that do not have food slots will have a Lieutenant present when opening the door. Annual review of the post orders will take place after the Correctional Services Program Review to address this issue.

Status: Closed

Item 16-96 **Med Escort**
Discussion: Union stated this issue has been resolved. Med Escort will remain status quo.
Status: Closed

Item 16-97 **Refrigerator**
Discussion: Management stated the refrigerator was ordered the week of September 11, 2016, waiting on delivery.
Status: Tabled

Item 16-98 **Vendors**
Discussion: Management stated the Business Office is working on different vendors to be added for boot ordering purposes. Management will follow-up with the Business Office to make sure Galls can be an approved vendor. Management will report to the Union at the next LMR Meeting the information they find out on the Vendor Boot ordering specifications.
Status: Tabled

Item 16-99 **Data Request**
Discussion: Management stated they have 14 days to respond to the Data Request.
Status: Tabled

Item 16-100 **NMOS (procedures put in place)**
Discussion: Management states the procedures put in place to address the missing signoffs on the EMAR are as follows: The Pharmacist is sending daily reports to the NM's and/or AHSA's of missing EMAR sign offs. The managers are sending the report to the effected staff to document the medication distribution on EMAR. Management also stated the bulk of missing EMAR documentation has been cleaned up utilizing the same procedures.
Status: Closed

Item 16-101 **EOD Roster**
Discussion: Union stated this is resolved.

Status: Closed

Item 16-102 Steward Roster Rights

Discussion: Union stated they would like the entire e-Board and designated Stewards to have their CERNER Roster read rights.

Management stated they will request CERNER Roster read right access through Computer Services to add the e-Board members once management receives the list from the union.

Status: Closed

Item 16-103 Nursing Bidding

Discussion: Union stated this is resolved. Roster bidding will take place in accordance with the arbitration ruling. The union and management agree the bidding period will be for Jan to Jan. The Union request management to reach out to the individuals who have not put in their bid to complete it before they meet on Monday, October 17, 2016.

Management stated it is the responsibility of the staff member to put in their bid. Management cannot press staff to put their bids in. However, if there is a staff member who has been on extended leave or military deployment and is expected to return during the next bided period, Management will attempt reach out to them.

Status: Closed

GOOD OF THE ORDER:

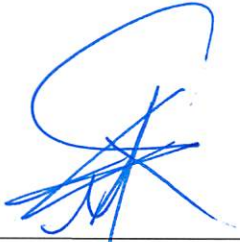
Union wants to make sure we are following the Master Agreement in terms of designating jurisdiction when Union staff are assigned to other departments.

ACU continues to be left under staffed.

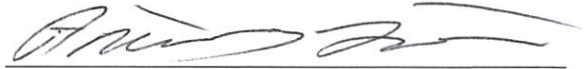
Portal issues:

Ongoing portal issues

The next LMR Meeting is November 9, 2016



M. K. Lewis, LMR Chairperson



Anthony Little, President Local 0408



Cynthia Swain, LMR Co-Chairperson