



AFGE LOCAL 0408

FMC BUTNER

P.O. BOX 515

BUTNER, NORTH CAROLINA, 27509-0515

Date: April 13, 2016

**Reply to
Attn of:** G. Mills, Secretary/Treasurer

Subject: Union Meeting – 04/13/2016

To: Anthony Little, President

The meeting was called to order at 1635 by President Anthony Little at FCC Butner Training Center.

The roll call of the E-Board:

Present: Anthony Little – President
Glenda Mills-Secretary/Treasurer
Shellie Anderson- VP, FMC
Delshon Harding-Chief Steward, FMC
Larry Nelson-Chief Steward, FCI2
Andrea Harris – Legislative Coordinator
Angela Richardson-Fair Practice Coordinator

Not Present: Melvin McLawhorn, VP, FCI2

The meeting minutes will be distributed via website.

FINANCIAL REPORT-SunTrust bank statements were circulated for review. March beginning balance was \$153,794.57 and our ending \$156,164.39. Motion to accept financial reports as presented made by A. Richardson and second by S. Anderson. None opposed, motion passed. Financial report accepted.

LOCAL 0408 WEBSITE

The website is a work in progress. We are coming up on our yearly renewal. All the LMR and most of the union minutes are on the website. We are hoping to continue our joint venture with the other two locals. If not we will continue with the website on our own. Looking to have a

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forum on the site so members can ask questions. Hopefully, we can improve it coming up on 2016. If you have any issues with the minutesmail the president, the union box or bring it up at the next meeting. An issue was brought to the body by a union member that the minutes were not up to date on the website. President Little stated that a lot of times, members don't realize the personal sacrifice that we make. The secretary has been under the weather. I know this for a fact and so does the E-board. Several E-board members have had personal family issues also, but we still continue to strive on. The president is looking for alternates for when the E-Board are having personal issues or other tasks to step up and assist in their place.

OLD BUSINESS:

MEDICAL OVERTIME ARBITRATION

We are still in settlement talks. There are two arbitrations dealing with medical. One is the distribution of overtime and certain departments in medical not being allowed to do overtime even though the staff were qualified. All qualified members have the right to do overtime.

CORRECTIONAL SERVICES OVERTIME ARBITRATIONS

President Little received an email from the arbitrator last week and all the briefs are in. The case is pretty much over and now it is up to the arbitrator. He probably will make his ruling by June 8th of this year. Win or lose we did everything in our power including requesting that the national president Eric Young come testify at our arbitration to win this case.

CME ARBITRATION

Arbitration decision will be coming in soon. Warden Holland stated that he would distribute the CME funds to Civil Service and PHS equally and that he was not going to discriminate between the two.

PIV CARDS

Warden Holland stated that if we submitted documentation for the people who came in on their own time that staff would be reimbursed.

SHOE MOBILE

We have been trying to do an informal resolution for staff on the shoe mobile. We are trying to get everyone on track if they have not been getting their shoes every nine months.

LOCAL AND GLOBAL PII BREACHES

Our attorneys are still in ligation on the local information breaches. The local PII awards have been approx. \$1000.00 and we don't know how much the global breach amount is.

STEWARDS TRAINING

We were aiming for Stewards Training for April 19-22nd. The hours will be 8-5 in 2 sessions. It is going to be some good training. The stewards who will be on every shift can now address the issues on the local level.

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PORTAL TO PORTAL

We are awaiting the decision for the portal to portal arbitration. Our attorneys are in litigation with agency for settlement talks.

TIMELY PAY

This item is in our LMR minutes. There is a Back Pay Act that stated that you should be paid timely.

REASSIGNMENT NOTICES

Union member E. Kirton stated that in the LMR minutes from Feb and also in the union meeting that if people are moved from their post that the Lt's are supposed to send the individual something in writing. He states this is not happening. Pres. Little states to him that he should send him an email reporting which manager is not complying with the Master Agreement.

NEW BUSINESS:

MEDICAL ROSTER COMMITTEE

We gave the agency 20 days to sit down with us and come up with a roster committee. If not we will file a grievance under Article 18. Warden Holland realizes that the system is broken and it needs to be fixed. He also stated that he is not going to make a move until he had more information.

TAD ASSIGNMENTS

There was a miscommunication of what a TAD Assignment is. TAD Assignment is when you get hurt on the job. Reasonable accommodation is when you get hurt off the job. We are working on this issue. Seems to be different rules for certain people.

ADVERSE WEATHER

Regional Director granted at least 100 people Admin Leave for that day and denied 200. We don't know why some were granted leave and others were not. Until we see the list we can't give any information at this time.

GUN BARREL

This is really old business. Probably around a year or so ago. The agency agreed to put covers over the gun barrels at the FMC and the Deuce. They did it for the FMC but not the Deuce. They are now looking into how to put it up in case of adverse weather.

COMPUTERS

They agency has agreed to put computers in the staff lounges by the end of the fiscal year. This should also help with reasonable accommodations to monitor inmates phone calls..

MANDATES

We addressed the unnecessary mandates. Until the problem is fixed. We can only keep addressing the same thing. This is an ongoing process. There is not enough sick and float.

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We are in hopes of getting some type of restructure in place. That will fix some of the problems.

DIRECT HIRE

The agency is going back to direct hire for nurses. Also they are looking into incentives for recruiting. The warden said it should be going into effect now.

HOSPITAL CUSTODY OVERTIME

The inmate family knew that the inmate was at the outside hospital. The staff member notified the agency. Agency was still awaiting word from the captain two hours later. This is unacceptable for staff working at the hospital. If this happens to you, please call the union if you get no response from the agency.

NEPOTISM

There is an OPM guideline on nepotism. This has at least affected five families in medical.

GOOD OF THE ORDER

President Little was notified that AFGE has consolidated two locals in Florence into one local. The local was told that it would be more cost effected to consolidate all the locals at that complex. Eric Young has expressed on many occasions that we should be one local. He can't predict the future but he personally thinks that if AFGE thinks it may be cost effective we may become one local.

MINUTES

G. Mills took the April minutes. March minutes distributed via computer and passed out in the March meeting. Minutes will be voted on at next monthly union meeting. The next monthly meeting will be May 11th, 2016

DOOR PRIZES AND FOOD

Congratulations to L. McClure, A. Lee, M. Satterfield gift card winners.

PRESENT at the Meeting:

1. S. Anderson
2. M. Satterfield
3. D. Harding
4. S. Campbell
5. J. Brown
6. S. Vance
7. B. McClure
8. L. McClure
9. M. Neal
10. E. Kirton
11. N. Achuko
12. R. Calhoun
13. L. Nelson

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14. A. Richardson

15. A. Harris

16. C. Williams

17. A. Lee

18. Dr. R. Ramsey

19. G. Mills

20. A. Little

****End****