



U.S. Department of Justice  
Federal Bureau of Prisons  
Federal Medical Center  
3301 Leestown Road  
Lexington, KY 40511-8799

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December 19, 2023

A handwritten signature in blue ink, appearing to read "David Paul", is written over the typed name "DAVID PAUL" in the memorandum header.

MEMORANDUM FOR DAVID PAUL, WARDEN

**FROM:** LMR Officials  
FMC Lexington, KY

**SUBJECT:** LMR Meeting - December 19, 2023

LMR was conducted December 19, 2023, at 12:30 p.m. in the Warden's Conference Room. The following were in attendance:

AFGE Local #817:

K. Griffin, President  
A. Mabson, Vice President  
F. Marrs, 2<sup>nd</sup> Vice President  
J. Dize, Treasurer  
S. McDaniel, Steward  
J. Young, Chief Steward  
M. Christison, Secretary

Management:

J. Sizemore, AW(O), Chairperson  
G. Dowdell, Acting Captain  
M. Ely, Executive Assistant  
A. Reed, Acting Assistant HRM  
K. Hatfield, HR Specialist

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**Old Business**

**Union Agenda Items:**

**1. Treadway Issues**

The Union is requesting an update on the simple task of using the downspouts from buildings 3 and 4 on Treadway to minimize the water leaks and protect the ammunitions in the armory. This item has been tabled since May 2023.

**UNION:** The Union had nothing further to add.

**MANAGEMENT:** Management said that it wasn't a feasible option to reuse the downspouts. We found some downspouts from AVC Roofing, will be getting measurements on that and will order. The BSQ has been

submitted. Down spouts will be installed as soon as we can receive them.

**CONCLUSION:** Both parties agreed to table this item.

## **2. Lunch Breaks**

The Union is still requesting an update on the 30-minute built in overtime for lunch breaks.

**UNION:** The Union is fine with awaiting a settlement offer.

**MANAGEMENT:** HR provided Labor Relations updated lunch relief calculations last week. They responded this morning and we will be finalizing numbers. It is my understanding that Labor Relations will provide this information to the Union attorney. Still waiting on final approval of the 30 minute built in lunch period.

**CONCLUSION:** Both parties agreed to table this item.

## **3. Augmentation**

During the November LMR, management stated the lieutenant's office works to get inmate emergency trips out as quickly as possible. The Union asserts that the process of the augmented staff returning their equipment to control, relieving the officer, and the relieved officer reporting to control to obtain the equipment for the outgoing trip is more time-consuming compared to the augmented staff simply turning in their equipment and accompanying the said trip.

The existing Augmentation MOU is being clearly violated by management when they state their right to assign staff for this incident, as opposed to fulfilling the agreement of augmenting to the vacant position and not pulling an officer from their bidded post. This failure to address the issue instead of fixing it demonstrates a disregard for the agreed MOU signed by both parties on May 5, 2022.

Management also affirms that a staff member may possess the necessary qualifications to accompany an inmate on supervised medical trips. However, there will be occasions where a more experienced officer, who frequently takes such trips, is required. The Union additionally argues that the MOU does not specifically mention an "experienced officer," and perceives this as unjust to all qualified staff.

**UNION:** The Union has specifically requested when training should be completed for each team. What is considered mandatory training. Most

teams have yearly and quarterly training, and some teams are getting more training. The Union is requesting that Management should not be asking for training not with the MOU.

**MANAGEMENT:** Management wasn't aware of any other instances of this happening. As far as training goes, the CEO has the discretion to determine mandatory training.

**CONCLUSION:** Both parties agreed to table this item.

#### **4. Control Center**

The Union is fully aware that the lock shop has made efforts to find larger boxes, but unfortunately, there is a complete absence of such boxes. Considering this, the Union respectfully requests that the boxes be fastened together using rivets instead of resorting to welding methods.

Management agreed to move the cuffs into the closet in control, the Union is requesting an update on this project.

**UNION:** The Union has requested to explore the options for the red boxes, controlled keys need to have a long-term solution. The Union found that one of the stewards found that tool room may have a solution for the cuffs.

**MANAGEMENT:** Management has gotten an update from lock shop and tool room, are working on exploring all options, the boxes they had are not working for this purpose. The tool room has said they are working on getting the shadow boards fixed and finding the space for the cuffs.

**CONCLUSION:** Both parties agreed to table this item.

#### **5. Staff Screening**

The Union is requesting an update concerning the closure of one of the screening sites, which is also present at other Bureau facilities. This update is particularly crucial, given the management's statement that a larger monitor cannot be utilized with the upstairs x-ray machine.

Management has declared their intention to send out an email regarding the existence of a primary staff screening site, while the

front lobby is designated for contractors. However, it is noteworthy that as of December 11, 2023, no email has been communicated.

**UNION:** The Union requested follow up on needing two screening sites. The verbiage used by Management in the email, gives room for interpretation. The Union believes the second screening site should be shut down and they should have two screening site officers, screening staff downstairs, this should help with contraband introductions. It will allow one staff member to wand, and the other to screen and watch the x-ray.

**MANAGEMENT:** Management has sent out emails for this. Dowdell sent out the following message on 12/12/23, "To remind everyone, the secondary screening site is to be used by all staff when it is open. This is to allow the front lobby officer the ability to screen in contractors and/or volunteers during the high traffic times." Management has also installed a larger monitor in both sites. LMR Chairperson will follow up the first week of January with the Union on the screening site options.

**CONCLUSION:** Both parties agreed to table this item.

## **6. Training Center Kitchen**

Management has verified that the microwave is the sole item missing from the hallway, and it is the only object that is not present in that area. However, the Union disputes this claim, asserting that there is also no coffee pot, ice machine, and hasp on the fridge as initially agreed upon.

The training center for staff received a coffee pot as a donation from the Union several years ago. However, it has come to the attention of the Union that there is still not a coffee pot present at the training center.

In the last LMR, management has agreed with the Union to explore the possibility of acquiring an ice machine for the staff. The Union is seeking an update on this matter, as management has agreed to provide staff with all the amenities they were entitled to before being prohibited from the kitchen.

Furthermore, the Union wishes to revisit the idea of installing a hasp on the fridge to prevent inmates from easily accessing staff's food.

**UNION:** The Union is requesting to install a comparable coffee pot and ice machine for the officers. The Union requests an update for the training hall, the training hall should be secure but staff should have access to it for training purposes. The Union requests a lock for the refrigerator so inmates do not have access to the food. The Union also requests emergency keys be added for the training center for Perimeter vehicles in case of fire or emergency.

**MANAGEMENT:** Management has personally looked for this coffee pot and they could not find it. Management will purchase a coffee pot for this area. Management will ensure training is accessible if you schedule through the Employee Development Manager. Management will speak with lock shop about adding a lock to the refrigerator with a common key that will have accessibility at the camp. Management will look into the emergency keys for the training center being added to the Perimeter vehicles.

**CONCLUSION:** Both parties agreed to table this item.

## **7. Roster Rights**

In the previous LMR, the Union made a formal request for "Lieutenant's rights" to the roster program. However, following this request, the Union's access to their fundamental union roster rights has been revoked.

**UNION:** The Union requests a level of access to simply see the mandate pass situation; stewards request an excel worksheet. The Union requests someone who can fix situations as they arise, rather than waiting until someone who has roster access to research it. The Union also requests why acting Lieutenant's have Lieutenant rights even when they aren't in an acting capacity. The Union is looking for roster transparency.

**MANAGEMENT:** Program Statement 5500.14, Correctional Services Procedures Manual, Chapter 1, page 2, section 3, states, "The local union president or his/her designee will be provided read-only access (including the ability to print) to the Correctional Services Roster Program."

In addition to the union president having read only rights, one (1) union representative per shift also has these rights.

This item was addressed in the informal resolution response dated December 13, 2023. Additionally, six (6) data requests for daily rosters have been received and responded to since December 18, 2023. This information is readily accessible to the union.

**CONCLUSION:** Both parties agreed to table this item.

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## ***New Business***

### **Union Agenda Items:**

#### **1. Post Orders**

On December 10, 2023, Lieutenant White informed staff via email about the modifications made to post orders for multiple posts, without any negotiation with the Union. In the event management intends to revise the post orders, the Union will formally request time to review the updated orders and collaborate with management to ensure their implementation is in harmony with both parties.

**UNION:** The Union would like to avoid this in the future, they request to see these before it is put out to all staff. The Union doesn't have the right to negotiate assignments of work, they are simply trying to check for confusion amongst officers prior to implementation.

**MANAGEMENT:** Management agrees to publish post orders prior to the start of the quarter.

**CONCLUSION:** Both parties agreed to close this item.

#### **2. LMR Meeting Minutes**

The Union is also urging for the completion of the minutes in accordance with the MOU, for both parties to have the opportunity to review and make any necessary modifications prior to the meeting's conclusion.

Finally, the Union requests that management demonstrate a sincere commitment to addressing agenda items, particularly those that have been postponed for a significant period. According to the LMR MOU, this approach will prevent the Union from resorting to filing formal grievances or complaints.

**UNION:** The Union had nothing further to add.

**MANAGEMENT:** Management agrees to ensure that the LMR minutes will be complete by the end of the LMR meeting.

**CONCLUSION:** Both parties agreed to close this item.

### **3. Staff Skipped for Overtime**

Following the LMR meeting in November, the Captain acknowledged being informed about staff members being skipped for overtime. The Union wishes to inquire whether the staff have received compensation for being skipped, considering the Captain's awareness of the situation.

**UNION:** The Union had nothing further to add.

**MANAGEMENT:** Management requested to see the names listed for the staff skipped for overtime.

**CONCLUSION:** Both parties agreed to close this item.

### **4. Nursing Shortage**

On November 28, 2023, during the LMR Meeting, the LMR Chair informed the Union that management had no knowledge of any changes to nursing augmentation procedures. The Union acknowledges that there are currently no intentions to execute any procedures concerning the bargaining unit, and therefore, the Union is seeking any revisions or updates regarding the proposals recently submitted to management.

The Union is also requesting an update on the pulling of any certificates for nursing staff.

**UNION:** The Union wanted an update on the augmentation procedures for medical. The Union would like to discuss the procedures for the augmentation of bargaining staff in nursing. The I&I portion should be discussed prior to any augmentation of staff to nursing.

**MANAGEMENT:** Nursing certificate was requested and received on 12/6/2023. GL-5 x 2; GL-9 x 1; GL-10 x 1. All applicants were sent an OF5, Inquiry of Availability. Two (2) applicants returned the OF5, however, neither contacted HR to schedule an interview. HR will be following up with them to attempt to schedule. Management agreed

that bargaining staff has not had any changes to hours of work, or days off. Management will follow up with Clinical Programs.

**CONCLUSION:** Both parties agreed to table this item.

## **5. Food Service Windows**

In the September LMR, it was agreed to by management to install tinted one-way mirrors on the main entrance windows of the Food Service area. This measure aims to tackle the issue of inmates standing at the entrance doors and making inappropriate gestures towards staff. The Union has acknowledged the absence of tint on the main entrance windows and has formally requested its installation.

**UNION:** The Union requests to put the tint on the outside of the window to alleviate the inmates from taking down the tint from the inside.

**MANAGEMENT:** Management will look into other options to include tint on the outside of the door since the inmates continue to take down the tint on the inside of the food service door.

**CONCLUSION:** Both parties agreed to table this item.

## **6. Perimeter Road Signs**

In the September LMR, management agreed to acquire new, larger signage to deter pedestrians from entering Perimeter Road. The Union is still seeking an update regarding the progress of the new signage and its expected completion date.

**UNION:** The Union is requesting larger, adequate signs for visitors and visiting individuals that face the proper directions and that show large text indicating the restricted areas.

**MANAGEMENT:** Management requests a list of places to place signs and what should be said to ensure that they are visible to visitors, etc.

**CONCLUSION:** Both parties agreed to table this item.

## **Closing:**

The Union and Management have agreed to conduct LMR meetings monthly until both parties determine it is no longer necessary to assist in




the timeliness of the agenda items raised. The next meeting is scheduled for January 23, 2024, at 12:30 p.m.

Meeting Adjourned at 2:50 p.m.



J. Sizemore, AW (O)  
Chairperson

  
K. Griffin, President  
AFGE Local 817

Minutes prepared by K. Hatfield, HRS