



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

May 28, 2024

MEMORANDUM FOR DAVID PAUL, WARDEN

FROM: LMR Officials
FMC Lexington, KY

SUBJECT: LMR Meeting - May 28, 2024

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

AFGE Local #817:

K. Griffin, President
A. Mabson, Exec. Vice President
S. McDaniel, 2nd Vice President
M. Christison, Secretary
J. Dize, Treasurer

Management:

K. Blanke, AW(O)
C. Kirby, AW(CP)
J. Sizemore, AW(P)
A. Reed, Assistant HRM

Old Business

Union Agenda Items:

1. Lunch Breaks

The Union requests direction to be sent out regarding the administration of lunch reliefs to be consistent with the Master Agreement. The Union is still aware of staff not being provided lunch breaks who work 8.5-hour shifts and are not compensated.

The Union has been made aware, instead of compensating staff when management fails to provide staff with a lunch break, they are implementing a roster with all posts with strait 8-hour posts in an effort to "fix" the lunch breaks. The Union has made management aware of various times their decision to make all posts 8 hours, violates the Master Agreement. This also only changes a lunch break issue into a portal issue, it does not fix anything. The previous portal issue at Lexington had individual awards of greater than \$30,000. This is not a fix; it is only a worsening of

the situation and is a wasteful approach "fixing" the problem. The Union argues the Master Agreement already contains the solution; management just does not want to follow it.

UNION: -

MANAGEMENT: Will be moving forward w/ new roster.

CONCLUSION: Both parties agreed to close this item.

New Business

Union Agenda Items:

1. Camera System

The Union has been informed about ongoing operational issues with the camera system. Delays ranging from 5 to 15 seconds and certain cameras have lost their ability to be repositioned or zoomed. Despite attempts to reset the system, the cameras remain unresponsive to commands from the program.

UNION: Requests update specifically on visitation and front gate camera.

MANAGEMENT: Working to correct.

CONCLUSION: Both parties agreed to table this item.

2. Parking at Treadway

The Union is concerned about the insufficient parking at Treadway. The limited number of parking spots forces staff to park on the grass causing several issues. This becomes particularly problematic during maintenance operations, as staff vehicles impede grass-cutting efforts. Additionally, when staff are forced to park in the grass, the vehicles block the bus's path, leading to near accidents. The Union believes implementing concrete paving could offer a solution to alleviate these challenges.

UNION: Would gravel be an option?

MANAGEMENT: Funds insufficient to pave/concrete. Will evaluate gravel option at the end of the FY.

CONCLUSION: Both parties agreed to close this item.

3. Roof Leaking at Treadway

The Union would like to notify management of a roof leak in Treadway that needs attention.

UNION: New issue. Storm caused issue with shingles. Proposed tar on roof.

MANAGEMENT: Funds insufficient to replace/repair roof. B&F project denied.

CONCLUSION: Both parties agreed to close this item.

4. Atwood Inmate Uniforms

The Union is concerned about the inmates participating in the Culinary Arts Program, wearing uniforms other than their designated government-issued attire while on institutional grounds. These uniforms make it hard to distinguish between the inmates, volunteer/visitors, and staff. There is a real concern that these inmates may be inadvertently allowed access to restricted areas, such as the front of A Building while staff are accessing the weapons box because they are not in their distinguishable green uniforms.

UNION: Has issue specifically w/ black polo, with word "Phoenix", being worn by inmates entering the Admin building. Proposed uniform clarification be sent to staff to allow for identification.

MANAGEMENT: If camp inmates come inside secure perimeter, they will wear green uniform. Guidance will be sent to all staff to identify culinary arts uniforms.

CONCLUSION: Both parties agreed to close this item.

5. Wireless Install Project

The Union has been made aware only specific departments (i.e. Business Office, Education/Recreation, Safety, Facilities, and Trust Fund) are tasked with escorting for the wireless install project. While we acknowledge management's right to assign work, excluding certain departments raise concerns. Assigning escort duties to only a few departments burden them and diverts staff from their regular tasks. Instead, sharing the responsibility across all departments, can minimize impact and ensure the workload is distributed fairly.

UNION: Staff in the departments above are escorting for wireless install and being pulled for augmentation.

MANAGEMENT: If staff member in one of the departments noted above is assigned to escort on wireless install project, the department head will notify the LT's office via email. The escort will count as an augmentation on the master augmentation list.

CONCLUSION: Both parties agreed to close 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 June 25, 2024, at 12:30 p.m.

Meeting Adjourned at 2:00 p.m.



K. Blanke, AW (O)
Chairperson



K. Griffin, President
AFGE Local 817

Minutes prepared by K. Jewell