



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

January 28, 2025

MEMORANDUM FOR DAVID PAUL, WARDEN

FROM: LMR Officials
FMC Lexington, KY

SUBJECT: LMR Meeting - January 28, 2025

LMR was conducted at 12:30 p.m. in the Command Center. The following were in attendance:

<u>AFGE Local #817:</u>	<u>Management:</u>
Alexus Mabson, President	Keith Blanke, LMR Chair
Charles Parks, Vice President	Jason Sizemore, AW (P)
Justin Young, 2 nd Vice President	Gregory Dowdell, Captain
Steven Wascher, Secretary	Amy Reed, HRM
Jodi Dize, Treasurer	Ashley Bryan, AHRM
	Andrew Nelle, AW Secretary

Tabled Items from October 2024:

1. Portal issue

The Union remains concerned that the newly implemented hours by administration are causing portal issues for officers. Having the same start and end times as the previous shift creates unavoidable overtime complications. We urge administration to recognize and address these portal issues resulting from the recent roster changes.

Management: Noted

Tabled

2. Front lobby staffing

The Union requests additional staffing to support the front lobby officer in tasks such as wanding staff and visitors, monitoring the x-ray machine and metal detector, and assisting visitors and contractors with entrance paperwork, particularly on high-traffic visitation days. There have also been issues and misunderstandings of what the front lobby staff duties are, particularly what are the staff expectations when administering the ION Scan Machine on visitors. For example, one staff member was told not to stand up and approach guests from behind the desk when utilizing the ION machine, another staff was told they should stand up and approach guest using the machine, there needs to be some consistency here.

Union: Not requesting to create a post, only to adjust have additional staff for peak hours.

Management: Until next week, management agrees to send out message to all staff from the captain regarding ION scanner and weapon retention.

Tabled

3. Mandating out of turn

Officers, particularly medical escort trip officers, are being mandated out of turn. When medical trip officers are assigned to late trips multiple days in a row, the Lieutenants should assign staff next on the mandate list to relieve them, rather than repeatedly mandating the same officers each day. AM SHU coverage as well.

Union: There must be more awareness of the roster, and better efforts to not mandate out of turn.

Management: Please provide early notification of shift movements. Better communication between Med trip officers and Lts

Closed

Topics for January:

1. SIS Cadre

The Union is questioning if SIS Cadre are being utilized as SIS Alternates. The SIS Manual differentiates between the access and duties of Alternates and Cadre. Cadre are not normally provided SIS rights in TRUACCESS. This is normally reserved for full time SIS staff, alternates and designated supervisory personnel.

Union: All staff are not being offered OT opportunities, it should be fairly distributed.

Management: We will follow up on this.

Closed

2. Comp Time/T&A

Staff members have requested comp time but are instead being issued overtime. Despite reaching out via phone and email to confirm their preference for comp time, their requests have not been addressed.

Union: Staff has been working comp time when working OT, and instead paid OT instead Comp time.

Management: Guidance has been sent regarding T&A to all staff from HR.

Closed

3. SHU

On weekends, staff members are being reassigned from their bided post in SHU to assist with emergency medical trips. Additionally, they are being pulled to support the compounding officers.

Union: It pulled SHU one, caused others to stay late, split was unable to happen. SHU should not get pulled before anyone else. AM staff gets mandated out of turn. The 6-2 shift gets mandated regardless, the relief doesn't arrive until 4pm, which results in mandating them out of turn.

Management: Is this a one-off issue, or reoccurring? Staff are only pulled as a last resort, and there is no other choice. That is an issue.

Tabled

4. Back Roads of Institution

The Union is requesting an update regarding any discussions or plans to address the condition of the institution's back roads and potential budget allocations for these improvements.

Union:

Management: At this time there is no plan to address the backroads issue, there are no current budget available. This is being handled at the RD level.

Closed

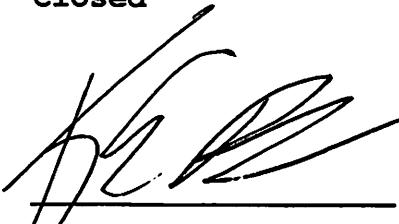
5. 18 Hour Shifts

Staff are being assigned 18-hour shifts, which violates the master agreement. This is occurring due to other staff being mandated to work consecutive shifts, from 2:00 PM to 10:00 PM, followed by midnight to 8:00 AM.

Union: Staff are being mandated twice for the same shift. Can we send out guidance to staff?

Management: As soon as you are off duty, you cannot be mandated. Going forward this will be addressed with the Lt office, the institution will be placed on modified status in order to fully address the issue. The Capt. will work with HR to draft an email to all staff.

Closed



Keith Blanke, LMR Chair



Alexus Mabson, Local 817 President

Record of Change

1st Quarter 2025 - 12/13/2024 Friday

LEXINGTON FMC [LEX]

Post	Shift	Officer
LEX SIS Cadre	3	<Unassigned>
Relieved Officer's New Status	Relieving Officer	Relieving Officer's Previous Status
	ATKINS, BRITTNEY MICHELLE	Day Off
Post Date	Watch	
12/13/2024 Friday	D/W	
Split Shift	<input checked="" type="checkbox"/> Is this Overtime?	
Reassignment	<input type="checkbox"/> Is this Comptime?	
<input checked="" type="checkbox"/> Retain Existing Shift?	Qualifications Overridden	
Change Log Remarks	staff shortage this week. Using cadre to complete UA's and BA's paper, process paper work, required monitoring.	

Modified Shift Times

Post	Staff	OT/CT	Start	End
LEX SIS Cadre	<Unassigned>	OT	08:00	16:00

Changed By

WHITE, JARED MICHAEL 12/10/24 06:45