



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

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July 23, 2024

**MEMORANDUM FOR DAVID PAUL, WARDEN**

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

**SUBJECT:** LMR Meeting - July 23, 2024

LMR was conducted at 12:30 p.m. in the AFGE Local #817 Office. The following were in attendance:

AFGE Local #817:

K. Griffin, President  
A. Mabson, Exec. Vice President  
R. Terry, Steward  
J. Young, Steward  
C. Parks, Steward  
S. Wascher, Steward

Management:

K. Blanke, AW(O)  
A. Reed, Assistant HRM  
B. Rivera, HRS  
K. Hatfield, HRS

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**Old Business**

**Union Agenda Items:**

**1. Camera Systems**

The Union has been informed about ongoing operational issues with the camera systems. 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. The Union is still requesting updates on visitation and front gate cameras.

**UNION:** The Union recognizes that there isn't anything that the Union or management can do to make this item move faster.

**MANAGEMENT:** Management is hopeful to have this issue addressed by October 1. However, there is nothing at this time that we can do to make it go faster.

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

### ***New Business***

#### **Union Agenda Items:**

##### **1. Portal Issues**

The union is concerned the new implemented hours by the administration is creating portal issues for officers. Officers cannot have the same starting time and ending time as the officer on the previous shift and expect it not to create overtime/portal issues. The Union would like to make the administration aware of the portal issues caused by roster changes.

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

**MANAGEMENT:** Noted.

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

##### **2. Activities Lieutenant Post Receiving Mandate Credit**

The Union is concerned that allowing bargaining unit staff to receive mandate credit for overtime for non-bargaining positions is resulting in more bargaining unit staff being mandated. Furthermore, all custody staff are not allowed to sign up for the activity's lieutenant post. The Union would like to cease giving mandate credit for non-bargaining overtime and not permit officers who are due to be mandated work the activities lieutenant post to avoid mandates.

**UNION:** The Union is aware of Acting Activities Lieutenant's moving themselves within the roster into Activities Lieutenant's spots, so they were not mandated. This shows a lack of integrity.

**MANAGEMENT:** Management was aware of this issue, and it has been addressed via email to the Captain, as well as all of the Lieutenant's. Bargaining unit staff should only receive mandate credits when covering a bargaining unit post. If mandates are occurring with an acting Activities Lieutenant, it will be addressed.

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

##### **3. Air Conditioning Issues**

The union is concerned about the air conditioning not working in the institution. There have been several days of temperatures exceeding 90 degrees without air conditioning and becoming a safety issue. The temperatures are only going to get hotter and there needs to be some relief from the heat. Due to the change of working conditions, the Union is requesting the administration to take immediate action to fix the air conditioning and immediately have accommodations with a space for staff to get relief from the heat until it is fixed.

**UNION:** The Union is aware that SHU is getting cooler airflow now. UNICOR has been told that it will be addressed this week.

**MANAGEMENT:** Management has done everything they are able to do to fix the 100-year-old building. The new HVAC employee will be here TDY soon to attempt to fix the issues before the colder months.

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

#### 4. SHU Recreation

The Union is concerned the cameras in the inmate outside recreation cages are not working properly resulting in staff being unable to monitor the inmates in SHU Control.

**UNION:** SHU is monitored now; Croxton brought the monitors last week so this issue has been resolved.

**MANAGEMENT:** Management spoke with the captain and realized that a work order had never been put in for this issue. The work order was put in and the issue was fixed shortly after.

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

Meeting Adjourned at 1:20 p.m.

*K. Blanke*

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K. Blanke, AW (O)  
Chairperson

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K. Griffin, President  
AFGE Local 817

Minutes prepared by K. Hatfield