



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

February 27, 2024

MEMORANDUM FOR DAVID PAUL, WARDEN

FROM: LMR Officials
FMC Lexington, KY
SUBJECT: LMR Meeting - February 27, 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, Vice President
F. Marrs, 2nd Vice President
R. Terry, Chief Steward
J. Dize, Treasurer
M. Christison, Secretary
J. Young, Chief Steward
H. Simmons, Steward
S. McDaniel, SOS

Management:

J. Sizemore, AW(O), Chairperson
C. Kirby AW(P)
J. Lawson, Captain
S. Joyner, Human Resources Manager
A. Reed, Assistant HRM

Old Business

Union Agenda Items:

1. Treadway Issues

The Union is seeking an update on the status of the downspouts and whether they have been received for installation.

UNION:

MANAGEMENT: Downspouts have been received, once work orders and PM's are conducted and the ground dries up, we will start work.

CONCLUSION: Both parties agreed to close this item.

2. Augmentation

The Union reiterates the existing Augmentation MOU, emphasizing the intended use of augmentation is to fill vacant positions without requiring the reassignment of officers from their bid posts. The Union seeks clarification on the recent procedural changes, as management agreed to follow the current Augmentation MOU in previous LMR's, but continues to opt for roster adjustments, relocating officers from their bidden posts instead of augmenting staff to emergency med trips.

UNION: Have we received feedback on the augmentation during AT. Some people liked it and some did not understand. If they have work projects, they can do it during a specific time frame.
I think it looks good. In the future, we will make more leave time. Can we provide some type of guidance to new staff? Augmentation is a different thing here and we need to consistently remind everyone.

MANAGEMENT: It's have to make adjustments along with the security of the institution. Can't predict what each situation will be. There is a lot of things in play for each situation.
We will look at negative feed back if the union has any.
Something will be sent out to the Lieutenants regarding the augmentation, we will try to touch on all issues with augmentation.

CONCLUSION: Both parties agreed to close this item.

3. Control Center

The Union is requesting an update regarding alternative solutions for replacing the red key boxes in the control center.

UNION: Instead of welding, can we use pop rivets? The ones they have now have a lot of stipulations.

MANAGEMENT: Heavier duty steel gauges have been ordered. We currently have 2 in, and waiting for the rest to arrive.
We are not sure about the rivets.

CONCLUSION: Both parties agreed to close this item.

4. Training Center Kitchen

The Union is seeking an update on the agreed-upon conditions, including the status of the ice machine and the replacement of carafes for the donated coffee pot.

UNION: Vote to close it.

MANAGEMENT: Pots have been replaced, and water fountain. Working on ice machine install. Working through the electrical and drainage issue.

CONCLUSION: Both parties agreed to close this item.

5. Nursing Shortage

The Union is requesting an update on the progress of pulling certificates for nursing staff and any completed hiring. The Union is aware of the utilization of non-clinical staff nurses for clinical staff nurse duties and still expresses support to discuss set procedures to allow for a consistent practice and a fair and equitable process for these duties now that the ADON has been hired.

UNION: We are hoping to get the pay increase pushed through. Hopefully, this will help. The middle level is impassable. Would like to address legislation for Grand Prairie (CSU) to change the way people are best qualified.

Nursing needs help with augmentation. I think there is a lot of confusion. Could we send out some guidance about staffing and helping with the nursing supervisors explain to staff about how we are trying to fix the issue? We think consistent guidance is the problem. The new roster is supposed to help alleviate the some of the problems.

MANAGEMENT: We have interviewed all the nursing applicants with no success.

The ADON started and one of her tasks will be to discuss this with the Union. We will follow up in March.

CONCLUSION: Both parties agreed to table this item.

6. Food Service Windows

The Union requests an update on the installation of red lines inside Food Service as a precautionary measure against inappropriate gestures from inmates.

UNION: We think it is working. Eventually, having a camera will make a difference.

MANAGEMENT: Red lines have been painted in Food Service. We need to see if it will stay down.

CONCLUSION: Both parties agreed to close this item.

7. MAT Program

The Union is requesting and update regarding the anticipated timeline for implementing pharmacists' dosing within the MAT program.

UNION: We hired MAT Pharmacists to do this job. Why are we letting this happen?

No one wants to make PHS do the pill distribution. They could do this to take it off nursing.

MANAGEMENT: Management has determined that for the time being this duty will be split between the Nursing Dept., Wound Care RN, and the Pharmacy. Management will continue to review. Both parties agree Pharmacy Staff are credentialed.

CONCLUSION: Both parties agreed to table this item.

New Business

Union Agenda Items:

1. Custody Mandates

The Union has observed an inequitable distribution of mandates among staff when officers are detained late on their posts due to delayed reliefs. This has resulted in some officers being unfairly mandated out of turn for consecutive days. Instead of adhering to the sequential order in which the mandate list is generated, Lieutenants are neglecting to implement mandates in the appropriate sequence.

To address this issue, Management should conduct an all-call, encouraging volunteers to take overtime. In the absence of volunteers, the mandate list should be utilized, specifically when the overtime exceeds one hour per the MOU. This approach ensures a fair and transparent allocation of mandates, fostering a more equitable distribution among all staff members.

UNION: The specific examples continue to happen. SHU AM has been continually affected. There is a 2 hour overlap in the shift, and we could make an effort to all call if we cannot fill that gap. This causing getting mandated out of turn. A lot of this has to do with the dissolution of the mandate credit. Could we get some verbiage to talk about how to mandate for these odd posts.

MANAGEMENT: We do not want to overlook it. If we can get someone to volunteer, that would be great. We could do an email to advise of the two hour gap. We will do an all call also to try to fill the gap.

CONCLUSION: Both parties agreed to close this item.

2. Training Center Cots

The Union has learned staff members have been informed they cannot utilize the cots in the training center. Seeking clarity, the Union wishes to understand the specific guidelines regarding when staff are permitted to use the cots, their designated locations, and the approved areas for their setup within the training center.

UNION: Is there some type of solution to come up with something for staff that have to work back to back shifts?

MANAGEMENT: Training center cots are designated for emergency use through CST. They should not be used on a daily basis. We can discuss reasonable solutions.

CONCLUSION: Both parties agreed to table this item.

3. Mandate Credit

The Union stands by any overtime worked at least one (1) hour in duration, to include overtime roster sign ups, voluntary, all call, and involuntary overtime, as it is in the current MOU should be adhered to. The Union has been made aware some Lieutenants are following the previous procedures and some are following the new procedures implemented by management, which creates an unfair distribution of mandate credits. The Union reiterates the quality of life for officers and morale improved throughout custody when the

agreement was followed, and mandate credit was given to all officers for all overtimes.

The Union is aware the management declares there is a burden on the Lieutenant office to follow the procedures. Instead, management set forth the following new procedures in an email to custody:

Considerations for mandate credit will be given for the following reasons:

- A staff member is permitted to contact the following shift and request the officer split the shift. If both officers agree to split the shift, both parties will be granted a mandate for the shift. If both officers agree and the shift is split both officers will be required to work a minimum of (4) hours of the shift each.
- If a staff member contacts the Lieutenant's Office to volunteer for overtime after the Lieutenant has exhausted the volunteer sign up list and three announcements have been made, the staff member will receive mandate credit for volunteering for the shift.

The Union is perplexed by how the recently implemented procedures from management seemingly fail to alleviate the workload on the Lieutenant's office. Despite these procedures being considered for mandatory implementation, the same or further workload exists for Lieutenants within the roster program. The burden remains unchanged for Lieutenants, whether following management's approach, which grants credit only for split shifts and all calls, or the officers' preference of awarding mandate credit for all overtime. In both scenarios, the Lieutenants are required to make identical adjustments.

Also, the Lieutenants have added to their workload by only giving credit after three announcements have been made, before assigning a mandate credit. Officers were more inclined to sign up and volunteer for overtime positions, knowing they could receive mandate credits. The current practice necessitates unnecessary work by Lieutenants to force mandates instead of allowing officers to volunteer.

The Union contends that discontinuing the mandate credit overtime procedures is not justified by a burden on the Lieutenant's office. Instead, it posits there might be undisclosed reasons behind this decision. Seeking clarification, the Union aims to enhance the overall quality of life for officers.

UNION: There are some problems with the new way and staff have come to the Union. It has been brought to our attention that some Lieutenants are not doing it the same way. Some staff are using the system to get their mandate out of the way.
Why can't we go back to the MOU?

MANAGEMENT: The trial period continued to show multiple issues, which is why we ended the trial period. We came up with a new way and have staff that likes the new way and some like the old way. We would like to table pending further review. In the mean-time, we will continue with the most recent guidance that was sent out.

CONCLUSION: Both parties agreed to table this item.

4. Air Vents in Central Clinic

The Union requests management's attention to address the issues of brown and white substances emanating from the air vents in Central Clinic.

UNION: In the nurse's station, a simple air filter would help this issue. We could have an SME come and test the air.

MANAGEMENT: The new module has been installed and it is in working order. Safety was there during this installation. Please do a work order for the air filter or anything else that is needed in this area.

CONCLUSION: Both parties agreed to close this item.

5. ART

The Union was informed that an 'officer's retreat' will occur for all officers during Friday's ART, which describes the exemption of non-custody attendance. Some officers have expressed skepticism about the retreat's essence. The Union proposes the consideration of providing officers with lunch as an incentive for an appreciation meal, especially with the presence of a banquet in the training center.

UNION: If appreciation is not what we are doing, it causes irritation. We discussed a Correctional Officer retreat, that failed to happen.

MANAGEMENT: We have them get caught up on signing T&A's and BLU trainings. Fridays are for any additional training needed to be completed.

If you have staff calling in and not wanting to come to the Friday of AT, why can't they go back to their post?

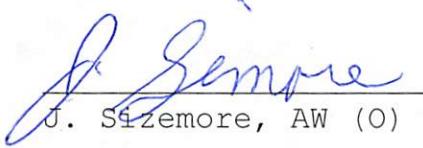
Starting this Friday, Officers will not be pulled in for shift work. They will do some training in the morning and then have networking at the training center the rest of the afternoon. We might have to make some adjustments within the next few weeks, but we will try to make things better.

CONCLUSION: Both parties agreed to close this item.

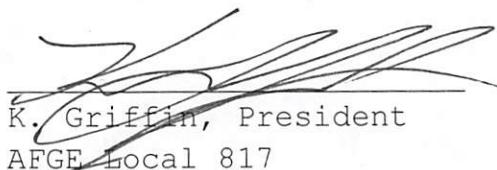
Closing:

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 March 26, 2024, at 12:30 p.m.

Meeting Adjourned at **2:30** p.m.



J. Sizemore, AW (O)
Chairperson



K. Griffin, President
AFGE Local 817

Minutes prepared by A. Reed, Assistant HRM