



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

September 26, 2023

[Signature]
MEMORANDUM FOR DAVID PAUL, WARDEN

FROM: LMR Officials
FMC Lexington, KY

SUBJECT: LMR Meeting - September 26, 2023

The Labor-Management Relations meeting was conducted on September 26, 2023 at 12:30 p.m. in the Warden's Conference Room. The following individuals were in attendance:

AFGE Local #817

K. Griffin, President
A. Mabson, Vice President
F. Marrs, 2nd Vice President
J. Dize, Treasurer
M. Christison, Secretary
J. Young, Steward
J. Gaertner, Steward

Management

J. Sizemore, AW(O), Chairperson
P. Johnston, Captain
G. Skeel, Assistant HRM

Union Agenda Items:

Tabled Items from last meeting

1. AGENDA ITEM: Treadway Issues

The Union requests any updates on the status of the B&F funding requested for the gutter problem. The gutter problem is creating numerous other issues.

UNION: After speaking with Facilities, it has been discussed that until the gutter issue is resolved, permanent fixes should not be attempted at Treadway as the gutter issue will only continue to damage the walls and any other temporary fixes. Until the funding request is approved for a new gutter system, a potential temporary

fix could be utilizing the gutters from staff housing that is not habitable or being utilized.

MANAGEMENT: The denial came through for the B&F funding request due to funding limitations. Facilities will be re-submit, this time for 2 separate B&F requests. One specifically requested for the gutter problem.

CONCLUSION: Both parties agreed to table this item.

2. AGENDA ITEM: HVAC Conditions for Staff

The Union became aware of new guidelines that are being created for temperature control and air quality in the working environment. The Front Lobby is still warm and has poor air quality.

UNION: The Union has also heard an issue that in control, when the front lobby door is fully shut and sealed, the air unit turns off in control. We would also request, when a budget is reached that we purchase more portable units in case we have issues come up for a temporary fix. The Union does acknowledge that management is doing what they can in each situation that arises.

MANAGEMENT: The HVAC issues on F4 West is a major funding request and will also affect SHU and HCU. Estimates will be coming tomorrow. A fix for R&D is coming soon. We will continue to keep the staff offices as cool as possible with portable air units.

CONCLUSION: Both parties agreed to close this item.

3. AGENDA ITEM: Lunch Breaks

The Union requests any updates on the 30-minute built in overtime for lunch breaks.

UNION: The Union has heard officers that would be for the proposed schedule, and others who would not. The Union sees issues in the 12-hour proposed schedule, will discuss more if it is approved in Region. Non-custody overtime would also be an issue.

MANAGEMENT: Management discussed that this proposal is under review and discussions continue. Discussions have been made on the possibility of 12-hour shifts for Correctional Officers.

CONCLUSION: Both parties agreed to table this item.

4. AGENDA ITEM: Augmentation

The Union is aware of Management's failure to follow the current Augmentation MOU and is interested in re-negotiating this MOU, to a more amicable MOU.

UNION: The Union would propose to work on the augmentation MOU in an informal fashion with Management. Non-custody and custody are still being pulled for emergency medical trips, yet, the med trip is going out government vehicle rather than an ambulance. We would like to discuss more about this with AW Blanke.

The Union knows of other institutions that have utilized the roster program in assisting with the augmentation roster such as Terre Haute and Tucson, we will find out more information on this.

MANAGEMENT: Management has been following augmentation according to the MOU stated. Management will review proposals submitted by the Union.

CONCLUSION: Both parties agreed to table this item.

5. AGENDA ITEM: LMR Agreement

Management is in possession of the Union's counter proposal. The Union would like to inquire about any issues Management may have. The Union sees that items are tabled for an exuberant amount of time; the Union's proposal would alleviate the time taken for tabled items to be closed. Management received the Union's original proposal during the July LMR.

UNION: The Union did a bit of re-formatting to the LMR agreement, please read it over.

MANAGEMENT: Management agrees to look over the changes.

CONCLUSION: Both parties agreed to table this item.

6. AGENDA ITEM: Committees

During the June LMR, Management agreed to update our Institutional Supplements to ensure Union representation is requested for

committees and they would be sent to the Union for review. It has been over three (3) months and the Union has still not received the supplement. During the August LMR, Management stated, they would send it to LEX-UnionPres box. The Union understands it is as simple as removing one line and it is done.

UNION: The Union would like a seat at the medical meeting that is being done weekly. This could assist in the number of medical trips being scheduled. The Union is discussing these issues with the Med Trip Desk officer and that those who are scheduling medical trips are not giving a realistic time frame for time at a given appointment. Having the Med Trip Desk officer there could also help alleviate this problem.

MANAGEMENT: Management has updated the Institutional Supplement, it has been signed off on, and it has been uploaded to the Sallyport with the changes discussed. A copy was also sent to the LEX-UnionPres mailbox. The current acting Medical Lieutenant is working closely with the Med Trip Desk officer and Medical Staff to identify the best way to schedule. Management will involve the Clinical Programs AW with trying to find the best solution.

CONCLUSION: Both parties agreed to close this item.

7. AGENDA ITEM: Rear Gate X-Ray Machine

During the June 2023 LMR, management stated they were ordering a new x ray machine for Rear Gate. The Union is requesting any updates.

UNION: The Union had nothing further to add.

MANAGEMENT: The new X-ray machine has been ordered; it is special ordered overseas. The latest time frame is estimated to be arrival in February or March 2024. A pallet scanner contract was also awarded last week.

CONCLUSION: Both parties agreed to close this item.

8. AGENDA ITEM: Radios

During the August LMR, Management agreed that the radios were an issue, they were old and have many problems especially that there are no replacement parts. The Union would like to know if Management has

come up with or has a contingency plan for if we run out of radios that currently work.

UNION: The Union would like for Management to consider purchasing handheld radios to see if we would be able to utilize those within our infrastructure if an emergency arose and we had less radios than staff. The Union is hearing about staff members who will check out a radio that does not work or hold charge, turn them off and not use them all day, and then turn them back in to control without saying anything to control about the issue.

MANAGEMENT: Management has ensured that we currently do have enough working radios for staff. We also have a few banks of extras. Management will also call around to other institutions who have received the new radios to inquire if they have any radios left over that we could utilize.

CONCLUSION: Both parties agreed to close this item.

9. AGENDA ITEM: Control Center

During the August LMR, Management agreed to investigate moving of the handcuffs from the bathroom to a more convenient location, the problem with the red key boxes and the bottom step in the Control Center going to the bathroom being weak. The Union is requesting follow-up on these items.

UNION: The Union agrees that it would be ideal to rebuild the whole control center, armory and treadway, and if four million is needed, we will do what we can to request this. Every year there are appropriations, we can request them. Handcuffs are currently in the bathroom upstairs, that are weak, in the control center, could we potentially utilize a cabinet for cuffs like we do for OC?

MANAGEMENT: There has been a work order submitted for the stairs in the control center to either fix them or install a ramp depending on which is most beneficial the area. New red boxes have been ordered. After an initial assessment, the handcuffs are in the best location to ensure the handcuffs are all together rather than spread out throughout the control center. Management agrees to talk with Facilities to review the possibility of rebuilding or remodeling the control center.

CONCLUSION: Both parties agreed to table this item.

10. AGENDA ITEM: Sick and Annual

During the August LMR, Management was made aware of the way Sick & Annual staff were being scheduled and how it was causing a staffing shortage for weekends. In turn this causes more mandatory overtime on the weekends. Management has failed to remedy this, after being shown this is causing numerous mandates and overtime on weekends.

UNION: The Union is still concerned with how sick and annual staff members are being utilized on the roster. Lieutenants are adjusting officers who are supposed to have set days off throughout the week and are being adjusted to have different days off or weekends off. This is causing a lot of extra holes in the roster that would not occur. The Union is also aware of instances that the roster is being manipulated for certain officers to work specific posts and then be put in as Activities Lieutenant, which is causing those who signed up for overtime to miss out because of the manipulation. Who can sign up for Activities Lieutenant overtime? Anyone that is an 8 and who have completed the necessary courses? The Union notes the Captain stated the he decides who works acting Activities Lieutenant.

The Union has several instances and examples of this occurring. The main problem is that this issue keeps getting addressed, but nothing is happening to put a stop to it. The same thing is going on every month, and two weeks after the new quarter, it has already occurred again. The Union is seeing no good faith by Management on this issue, so they'll just have to go to the next step in the process of getting this resolved.

MANAGEMENT: There are currently only two active staff members on the sick and annual posts, they are being adjusted for institutional need. The Captain will send reminders to the Lieutenants regarding roster adjusting staff from bidded posts, days off, and shifts. In regard to eligibility for Activities Lieutenant overtime, the Captain stated that staff members must be UDC and CIMS certified. Officers must request consideration through him before they are permitted to work Activities Lieutenant overtime.

CONCLUSION: Both parties agreed to table this item.

Topics for September Meeting

1. AGENDA ITEM: Staff Skipped for Overtime

The Union has become aware of multiple staff being skipped on the overtime sign-up list. These skipped staff members have call logs to show they were never called. Furthermore, the Lieutenants are not leaving a message that overtime is available, when calling staff from the overtime sign-up list.

UNION: The Union is aware of times that staff have been skipped for overtime. The Union understands that if a Lieutenant is just trying to fill overtime, they sometimes will put in a phone number quickly and dial the wrong number, unknowingly skipping someone. It happens and we understand, however, this is happening too often. Voicemails are not being left.

MANAGEMENT: Management would encourage that if anyone is skipped, this is brought to the Captain right away to be remedied. The Captain will put out a reminder e-mail that all Lieutenants when hiring for overtime, will leave a voicemail to the staff member.

CONCLUSION: Both parties agreed to table this item.

2. AGENDA ITEM: Food Service Windows

During the August LMR, this item was closed. The Union is aware that Management attempted to use the magnets to cover the Food Service windows and the magnets would not stay. The Union once again would like for Management to reconsider tinting the windows with the one-way mirrored tint.

UNION: The Union has nothing further to add.

MANAGEMENT: Management found that the magnets were not working, there was simply too much paint on the door for it to stick. One-way mirrored tint is being installed today and it should address this issue.

CONCLUSION: Both parties agreed to close this item.

3. AGENDA ITEM: Perimeter Road Signs

The Union was made aware that signage on perimeter road in the garage and warehouse area is too small and is practicably unnoticed by people coming on grounds. There are numerous times the Perimeter Officers have noticed cars driving on perimeter road due to not

seeing the signs. The Perimeter Officers cannot stop these pedestrians, due to the lights and sirens not working.

UNION: The Union believes the stop signs on perimeter road are just too small for those who are not looking, to see. There are many instances of officers who must pull the vehicle over to the side to let them know they cannot be on perimeter road. The Union believes it may be a good idea to have a refresher on the perimeter post such as lights and sirens, keys for weapons, etc. when we do the Back-to-Basics class during annual training.


MANAGEMENT: Management will order new, larger signage to attempt to negate this issue. The lights and sirens on the perimeter vehicles were tested and do work. Management will explore the possibility of adding a perimeter post refresher during ART.


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 October 24, 2023, at 12:30 p.m.

Meeting Adjourned at 2:00 p.m.


J. Sizemore, AW (O)
Chairperson


K. Griffin, President
AFGE Local 817

Minutes prepared by K. Hatfield, AW Secretary.