



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO
COUNCIL OF PRISON LOCALS, CPL-33
LOCAL 817**

Alexus Mabson
President

Charles Parks
Executive Vice President

Justin Young
2nd Vice President

Steven Wascher
Secretary

Jodi Dize
Treasurer

LMR Issues for March 2025

Tabled Items from January 2025:

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.

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.

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. SHU day watch staff are being mandated out of turn to cover 2-4 pm. until the 4-12 pm SHU staff relieve them.

New Agenda Items for March 2025:

1. Roster Rights

The Union has become aware of issues regarding several discipline proposals; to include overtime passes and the notes being written in the notes section of the roster. To prevent any misunderstandings and ensure transparency, the Union is formally requesting complete Roster rights for two E-Board members. This access will allow for thorough and accurate investigations into any potential discrepancies, ensuring fairness when responding to discipline proposals.

2. Unit Team/Departments Outside of Correctional Services

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All departments are required to conduct bidding in accordance with Article 18, Section F. This section explicitly mandates that roster committees, outside of the Correctional Services Department must be formed to develop a roster unless mutually waived by both the department head and the Union. This is a contractual obligation, not a mere recommendation, and applies to all departments, to include Unit Team, UNICOR, etc., which are not exempt from this requirement.

The Union formally requests that a roster committee be established to formulate the roster, and a bidding process conducted in full compliance with Article 18, Section D and F for all departments.

3. Investigative Packets

The union requests that the agency obtain prior approval and provide a complete investigative packet when proposing discipline. Since the agency already has these documents readily available, the approval process would not delay the issuance of a discipline letter. Without access to essential documents in the investigative packet, staff members face a significantly reduced response time, making the 10-day window unfairly short. Ensuring these documents are provided would also reduce the need for extension requests.

4. Facilities/Powerhouse Overtime

The Union has been made aware that the Facilities Department does not maintain any proper overtime records. Without an overtime sign-up list, management assigns overtime arbitrarily, with no documentation of how assignments are made, why certain staff are selected or passed over, who actually worked the overtime, or whether attempts were made to contact staff. This lack of recordkeeping has led to ongoing issues, including staff being skipped for overtime, adjustments to facility workers' shifts, alternate powerhouse foremen receiving overtime before primary powerhouse foremen, and avoidable mandates due to management's inability to determine the proper order for voluntary overtime offers.

The Union requests proposals be shared between the Facilities Department Head, Union, and Executive Staff to discuss and explore meeting options for establishing a memorandum to implement an overtime sign-up list and proper recordkeeping practices.

5. Roster Committees

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Roster committees outside of the Correctional Services Department are not being conducted in accordance with the Master Agreement. Existing rosters are being implemented without Union involvement, and they are not being posted three (3) weeks prior to their effective date, as required.

6. Threat Assessments

The Union strongly opposes the agency's unilateral decision to dictate Union representation on the Threat Assessment Committees. The Union has the sole authority to appoint its own representatives. Management's interference in this process undermines the Union's role, compromises fair representation, and sets a dangerous precedent. The Union would like to ensure full compliance with the process, reaffirming the Union's right to determine its own representatives without agency interference. If legitimate concerns exist, the Union is open to discussions, but unilateral decisions restricting Union participation cannot be accepted.

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