

LMR MEETING MINUTES
FCI MENDOTA
March 9, 2017
(for February 2017)

An LMR Meeting was conducted in the Training Center, at 11:00 a.m., on Thursday, March 9, 2017, with the following staff in attendance:

B. Watson, Associate Warden/LMR Chair
D. Gonzales, Associate Warden
P. Omelson, Captain
K. Nicholls, HRM
R. Conger, Union President, Local 1237
S. Gardea, Vice President, Local 1237
P. Millan, Union Steward, Local 1237
J. Thissell, Legislative Coordinator, Local 1237
S. Barela, Recorder

Items presented for discussion;

Item #1: Food service establishing procedures to fairly and equitably distribute mandatory overtime that is at all times transparent to all employees within the department.

FSA/AFSA will discuss with staff at the next staff meeting the procedures for voluntary and mandatory overtime. Ensure dates are entered into the overtime log for mandatory overtime.

Item #2: Food Service establishing procedures to fairly and equitably distribute overtime that is at all times transparent to all employees within the department.

Recommendations submitted by the Union will be implemented by the FSA/AFSA. A review of new process will be made at the next LMR Meeting.

Item #3: All food service overtime worked by staff during the 6 weeks of ART to determine manner of distribution used and discuss law and policy of how overtime is to be offered by management with emphasis on the fact that "comp time" cannot be mandated before offer is extended.

In the next department head meeting all Supervisors will be reminded that all bargaining unit members will determine how they get compensated for any overtime worked. An email will also be sent out to all Department Heads, supervisors, Lieutenants and Assistant department supervisors. Mr. Harris will provide to Mr.

Millan a copy of the email sent to Food Services staff offering comp time. We will review it during the next LMR Meeting.

Item #4: Food Service establishing procedures during roster bidding that do not allow bidders to see or know what others in the department have submitted as their bids to their supervisor.

Union has no issue with current procedures. Item agreed to be removed from LMR agenda.

Item #5: Education is establishing procedures to fairly and equitably distribute collateral duties.

Item to be moved to March agenda, due to subject matter expert not in attendance.

Item #6: Education is establishing procedures for staff to bid for days off and late night separately by seniority.

Item to be moved to March agenda, due to subject matter expert not in attendance.

Item #7: Education is establishing procedures for staff to bid for days off and late night separately by seniority.

Item to be moved to March agenda, due to subject matter expert not in attendance.

Item #8: Education returning Camp Teach to post to roster to be bid on by seniority.

Item to be moved to March agenda, due to subject matter expert not in attendance.

Item #9: Education establishing procedures to fairly and equitably distribute or rotate AM & PM census/supervision of inmate movement duties.

Item to be moved to March agenda, due to subject matter expert not in attendance.

Item #10: Education establishing procedures to fairly and equitably distribute or rotate supervision of random 100% shakedown days

Item to be moved to March agenda, due to subject matter expert not in attendance.

Item #11: Education establishing procedures to fairly and equitably distribute or rotate special events duties such as coordination and/or decoration duties for events such as Holiday gatherings, Staff Family Day, Inmate kids day, etc.

Item to be moved to March agenda, due to subject matter expert not in attendance.

Item #12: Management's selection process for 120 day temporary appointments for vacated positions.

Management will continue with established policy for temporary appointments not to exceed 120 days. Management encourages staff take part of the Mentor program and similar programs currently announced as an open continuous announcement. Management will not agree to announce or accept submissions for the temporary promotions not to exceed 120 days. Item agreed to be removed from LMR agenda.

Management requested a 10 minute caucus.

Item #13: Establishing a solid time table or appointment for negotiating all issues the Union has brought to Management or Invoked to Negotiate.

Union will review current invocations to provide counter proposals to management as needed. Updates will be provided by management and union for the March LMR meeting.

Tabled item:

Management will look at any issues with post relief overlapping times.

The meeting was adjourned at 11:35 p.m.

LMR Chairperson: 
B. Watson, Associate Warden

Union President: 
R. Conger,
President, Local 1237