

**LMR MEETING MINUTES
FCI MENDOTA
(September)**

An LMR Meeting was conducted in the Training Center, at 9:00 a.m., on Thursday, October 5, 2017, with the following staff in attendance:

B. Watson, Associate Warden/LMR Chair
K. Nicholls, HRM
M. Martinez, General Foreman
R. Conger, Union President, Local 1237
S. Gardea, Vice President, Local 1237
P. Millan, Steward, Local 1237
G. Asberry, Steward, Local 1237

OLD BUSINESS

1. Establishing a solid timetable or appointment for negotiating all issues the Union has brought to Management or Invoked to Negotiate.

Response: 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.

Response 4/19/2017: Tabled until next LMR meeting.

Response 7/6/2017: Tabled until next LMR meeting.

Response 8/30/2017: Management and the Union agree to meet on Tuesday, September 26, 2017 to negotiate proposed changes to the Entrance Procedure supplement. The Union is proposing changes to prevent particle contamination and prolong temperature exposure of food items. The Union will strive to attempt to provide proposals to management for the remaining invocations within three weeks.

Response 10/5/2017: Mr. Sanchez, FSA, will provide a proposal to Management for review. Once management provides the proposal to the Union, a scheduled date to meet will be determined within five business days of receipt by the union.

2. In regards to the Facilities department, the Union would like clarification as to whether there is 4 General Maintenance (GM) posts inside and 1 GM camp post or if there is 3 GM posts inside and 2 GM posts outside. The Union wants the Facilities Department



to start quarterly bidding for these posts and for days off and schedules. The Union would like to see the bidding roster that will be distributed within the department for completeness and clarity. The Union would also like the Facilities Dept. to start an overtime roster that tracks overtime offers and overtime accepted or declined to include issue worked on to clarify who was qualified for the offer, that is made readily available to all staff in the department.

Response: Tabled until next LMR meeting. Unless negotiated prior.

Response 8/30/2017: Item is tabled for the next LMR meeting. Management's perception of the item was incorrect. Mr. Martinez will provide an overtime roster for the Union's review by the next LMR meeting or sooner and a proposed bidding sheet for the entire department.

Response 10/5/2017: Mr. Martinez will modify the current log to reflect each shop on a single page. Staff will be placed in seniority order. The log will be placed in a binder in the Facility Manager's office and available upon request. Union will review completed log and inform LMR chair if agreed upon. Roster/bidding- Management requested to table until next LMR meeting to do further research.

3. It has come to the attention of the Union that all Post Orders in the G drive are dated 4/1/17. The Union has received no notification of proposed changes to any Post Orders for Union review, with the exception of Food Service Post Orders, during this Presidents tenure. The Union would like a copy of the previous version of the Post Orders, which would have to date to before this Presidents tenure, to compare for changes and be given the time to review such a large number of Post Orders.

Response: Management will provide notification of proposed changes in post orders for the Union's thirty day (30) review for I&I issues. The local will contact the Administrative Lieutenant to make arrangements for review of past post orders.

Response 8/30/2017: The Captain will send the requested Post Orders to the MEN/E-BOARD1237 email box no later than Friday, September 1, 2017. Current Post Orders are available on the G: Drive. Management agrees to provide the Union with reasonable

time to review the immediate concerns Management has to the Post Orders without incurring overtime. The Union will review as many orders as possible before the next LMR meeting and both parties will determine whether more resources are needed.

Response 10/5/2017: Union will file a ULP. Item removed from agenda.

4. The Union would like to negotiate ground rules to be followed for all future negotiable issues with Management. If ground rules cannot be mutually agreed upon the Union asserts the ground rules of Appendix A at the end of the Master Agreement (MA) must be used.

Response 8/30/2017: The Union will provide management with a proposal for new standard ground rules for negotiation. Management will review and provide a counter proposal if necessary. After proposals have been exchanged, management and the Union will meet and attempt to finalize ground rules before the next LMR meeting.

Response 10/05/2017: On September 28, 2017, the Union provided Management with a proposal. Management will submit their proposal on October 6, 2017. A date for negotiations will be schedule by October 13, 2017.

NEW BUSINESS

5. Exactly how many medically limited staff will be allowed to monitor phones/emails at this institution? Or at what percentage?

Response 10/05/2017: Management will be handling these instances on a case by case basis. The Union would like noted, the Union office is available for a light duty position. Item removed from agenda.

6. Will management bar any job positions, while the employee is medically limited, from the phone monitor position?

Response 10/05/2017: Any need for an accommodation will be reviewed on a case by case basis. Item removed from agenda.

7. What is Management's plan to inform staff of their new requirement of needing a prognosis and diagnosis from the employee's doctor along with their limitations?

Response 10/05/2017: Management ascertains this is not a new requirement to the BOP. Management will educate employees on the required documentation in Annual Training, department head meetings and any other available forum. Management is following the guidance in the OWCP program statement, P1601.05, as it relates to documentation being submitted. Item removed from agenda.

8. Where will management store the employee's prognosis and diagnosis documentation and for how long?

Response 10/05/2017: FMLA paperwork is reviewed by HR in order to provide a memo to the T&A file and then returned to the staff member. All other medical documentation is sent to Health Services to be maintained in the employee medical file. Item removed from agenda.

9. What locations will medically limited staff be allowed to monitor phone calls/emails from?

Response 10/05/2017: Any need for an accommodation will be reviewed on a case by case basis. Item removed from agenda.

10. Exactly which month did management stop notifying staff to pick up their boot vouchers and exactly how many staff are behind on receiving their boot vouchers?

Response 10/05/2017: The program was turned over to the Captain's secretary in approximately June 2017. A roster will be created and placed on the Desktop or on FCI Mendota Correctional Services site to be available for access by all staff. Item removed from agenda.

11. When does management plan on purchasing the agreed upon adverse weather gear for staff?

Response: Management is currently researching and will be putting out for a bid to GSA. Mr. Martinez will gather market research from staff. Management has not determined a date as to when the

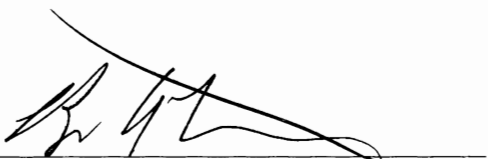
purchase will be complete. The Union feels management has had enough time to make the purchase.

12. Does management know which job positions will be exempted from wearing the new uniforms? if so, which positions will be? if not, when will those decisions be made?

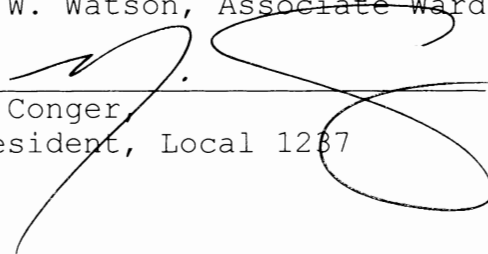
Response 10/05/2017: The staff will be required to follow the current Operations Memorandum dated September 15, 2017. The staff whose authorized work uniform is Nickel Gray will be allowed to wear the Work Uniform: charcoal gray cargo style, 6-pocket pants, plain black belt, charcoal gray work shirt with silver monogrammed first initial and last name, or the optional approved charcoal gray polo shirt with silver monogrammed first initial and last name. However, no uniform will be interchangeable. Additional staff authorized to wear the Nickel Gray work uniform are: Tool Room Officer and Vocational Training Instructors. Item removed from the agenda.

The meeting was adjourned at 2:00 p.m.

LMR Chairperson:


B. W. Watson, Associate Warden

Union President:


R. Conger,
President, Local 1287