

LMR MEETING MINUTES
FCI MENDOTA
March 23, 2017

An LMR Meeting was conducted in the Training Center, at 12:00 p.m., on Thursday, March 23, 2017, with the following staff in attendance:

B. Watson, Associate Warden/LMR Chair
P. Omelson, Captain
K. Nicholls, HRM
R. Conger, Union President, Local 1237
S. Gardea, Vice President, Local 1237
P. Millan, Union Steward, Local 1237

OLD BUSINESS

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

Response: 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.

Update: Mr. Harris, Acting FSA, discussed procedures for voluntary and mandatory overtime at the Food Service department meeting, March 21, 2017. Overtime log was reviewed. The Union is satisfied with the overtime log/procedure. Item to be removed from LMR agenda.

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

Response: 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.

Update: Overtime log was reviewed. The Union is satisfied with the overtime log/procedure. Item to be removed from LMR agenda.

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.

Response: 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.

Update: Mr. Harris will discuss with staff at the next Food Service department meeting, the employer will take the affected employee's preference into consideration (i.e., overtime versus compensatory time or early departure), except in cases where compensation is at the election of the employee. Mr. Harris will discuss individually with staff who worked comp time during Annual training to afford them the opportunity to receive overtime, if desired. Item to be removed from the LMR agenda.

4. 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.

Response: Mr. Tesone, SOE, will put out an email to all education staff requesting feedback on their interest in the additional education duties (i.e., Literacy Coordinator, Parenting, ACE, etc.). Mr. Tesone will compile a list of the staff feedback for two quarters to be reviewed at the appropriately scheduled LMR meeting.

5. 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.

Response: Starting this quarter the education department will bid for days off and late night separately by seniority. This will be reviewed prior to the next quarter bidding to ensure viability.

6. Education returning Camp Teacher 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.

Response: The Camp teacher will be open for bid annually by seniority. Item to be removed from the LMR agenda.

7. 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.

Response: Mr. Tesone will make a roster to rotate AM & PM census/supervision of inmate movement duties on a weekly basis, starting in reverse seniority. Item to be removed from LMR agenda.

The following items will be tabled until the April LMR meeting;

8. 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.

Response:

9. 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.

Response:

10. Establishing a solid time table 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.

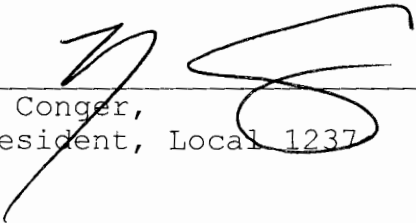
Update:

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

Update:

The meeting was adjourned at 2:30 p.m.

LMR Chairperson: 
B. Watson, Associate Warden

Union President: 
R. Conger,
President, Local 1237