


Item 1 Upward Mobility Plan - Agency proposal 3

Pursuant to Article 23 of the CBA, all institutions require an upward mobility program where announcements are geared to fill vacancies. Thus, the Union would like Management to identify the number of institutions who have and don't have an updated program. Once identified, the Union request instructions to be sent out to all CEO's to put such plan in place.

Resolution: On December 7, 2017, the acting Assistant Director of the Human Resource Division sent a memo to all CEOs reminding them of the Upward Mobility Program requirements. At that time, nearly all institutions had an Upward Mobility Program in place. Previously, this matter was discussed during video-teleconferences held on November 20, 2016 and February 23, 2017 with all Human Resource Administrators, advising them to ensure the institutions in their region have an Upward Mobility program in place.

John
RVP
2-22-18


02/22/2018 (1:41 p.m.)

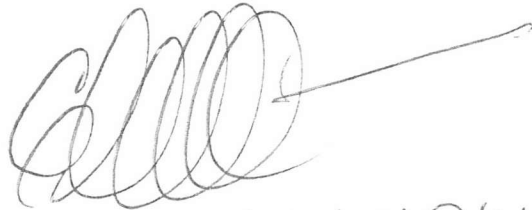
Item 2 Use of Force

Agency Counter

The Agency has determined the failure to respond to an emergency (failure to use force) subjects' employees to disciplinary action pursuant to Program Statement 3420.11, Standards of Employee Conduct. The Union asserts such charge conflicts with Agency Policy, specifically Program Statement P5566.06, Use of Force and Application of Restraints, where the immediate use of force provides discretion. The Union believes the above referenced charge pertaining to the failure to use force, changes working conditions when it comes to exercising judgement.

Resolution: Institution staff are law enforcement officers and are required to respond immediately, effectively, and appropriately to all emergency situations, Staff are also required to adhere to the Use of Force and Application of Restraint Policy (PS 5566.06). The parties agree that this matter may be the subject of ongoing discussions.

2-22-18



02/24/2018 (02/24/2018) (2:19 p.m.)

Item 4 (New) Nationwide Staffing - Agency Counter 1

The Agency initiated processes directing Regional Directors to have Wardens identify unfilled positions at the institutions. It has been reported these unfilled and/or vacant positions are to be eliminated as a result of the BOP's proposed budget request by OMB and the administration. This means thousands of authorized positions nationwide will be gone, if enacted. Therefore, the Union would like to know the impact and/or effects this will have on current quarterly and daily rosters pursuant to Article 18 of the parties' Master Agreement?

The Union also is requesting clarification as to whether modified operations will be implemented at some facilities due to the already stretched and thin workforce who are currently operating below mission critical levels in every department?

In addition, the Union is inquiring as to when the Agency is scheduled to formally notify the Council of this; and when it will inform the inmate population of these impending changes, changes which have an adverse effect onto staff and inmates at each institution, if and when this budget request goes into effect?

Resolution: There is no impact on the current quarterly and daily rosters. All rosters are prepared in accordance with the provisions of Article 18 of the Master Agreement. Modified operations, if any, will be in accordance with the Master Agreement and law.

[Handwritten signature] RVR

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02/22/2018 (11:23 a.m.)

2-22-18

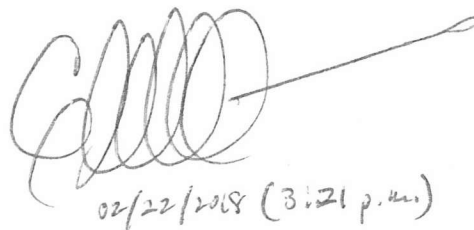
Item 7 Performing the duties of a higher graded position

The Agency is not following procedures for promoting employees after 21 days, when they are performing the work of a higher graded position. An example is a WS-7 Gardener working as a WS-8 General Maintenance Foreman for more than 21 days is not being promoted as the policy dictates, or another example is assigning a GS-9 Counselor to perform the duties of a Unit Manager for more than 21 days and not being promoted and paid for the work. Also, another one they do at many places, is have GS-8 Officers perform the work of a GS-9 lieutenant for more than 21 days and not pay them as well.

Resolution: Merit Promotion section of the Employment policy states that bargaining unit employees who are assigned to a higher graded position for three full weeks or more and who is qualified will be temporarily promoted without competition and will receive the rate of pay for the higher graded position effective the first day of the first full pay period of the assignment. Temporary promotions will not be made for less than three weeks. This does not apply to positions when rotation among assignments is part of a career development program.


RUP

2-22-18


02/22/2018 (3:21 p.m.)