

**Item 1 Primary Care Provider Teams (September 12, 2018)**

Several Institutions have ceased to enforce Primary Care Provider Teams (PCPT) pursuant to Policy. The Health Services Division replaced PCPT with Protocols which aren't geared to replace such provisions outlined in Patient Care. The Union expects the Agency to re-enforce Primary Care Provider Teams pursuant to Program Statement 6031.04, Patient Care.

**Resolution:** Primary Care Provider Teams (PCPT) are required by Program Statement 6031.04, Patient Care. Each institution must develop a contingency plan to address staff shortages which may occur after implementation of PCPT. Consistent with policy, implementation of the contingency plan will be negotiated locally.

This information will be disseminated to local Health Services Department leadership.




11/15/2018 (8:50 a.m.)


11-15-18

**Supervising Detained Employees:**

On February 8, 2017, the Agency authorized the detention of an employee at MDC Guaynabo. Pursuant to Policy, Statute and provision set forth in the Master Agreement, Management determined the area where the employee will be housed and staff assigned to supervise the detained officer. However, the employee alleged to be deprived from receiving essentials, medical attention, hot meals, recreation etc., placing staff in catch 22 situations. The Union request Management to acknowledge bargaining unit staff assigned to supervise the employee were not in the position to ensure and/or deprive the detained employee any of his rights under the law and policy.

**Resolution:** The Union withdraws the Agenda as the parties resolved matter locally.

  
11-15-18

  
11/15/2018 (8:51 a.m.)

**Serving Warrants, Subpoenas or Arrest at Work Sites:**

On February 8, 2017, MDC Guaynabo, in conjunction with other law enforcement agencies effectuated an arrest of an employee on institution grounds. Despite the parties practice, the arrest continued at the Institution parking lot, failing to conform with the established appropriate arrangements. As you're fully aware, bargaining unit staff arrive to and leave from work possessing and storing their personal weapons on institution grounds. The arrest of this individual elevated the inherent hazards, contributing to a probability of revisiting the June 2006 tragedy of FCI Tallahassee. Thus, the Union request compliance with the established appropriate arrangements, or in the alternative, a directive to the Warden to negotiate procedures ensuring the appropriate arrangements pursuant to Article 6 Section (m) of the Master Agreement.

**Resolution:** The Union withdraws the Agenda as the parties resolved matter locally.

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11-15-18

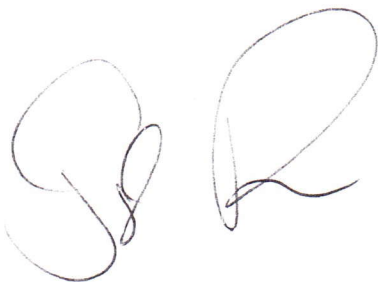
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11/15/2018 (9:00 a.m.)

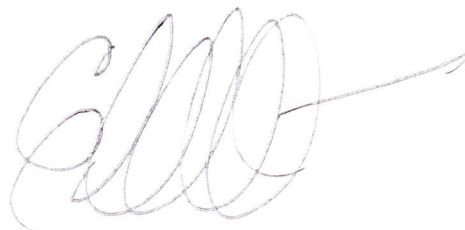
## Item 10 Official Credentials

Bureau identification cards or credentials are used by staff to verify Bureau employment for the purpose of explaining the eligibility to carry a concealed personal firearm under LEOSA. However, misinformation over the use of Bureau credentials and its association with LEOSA has been put out during an Ethics Slide Show at Annual Refresher Training. The Union request this misinformation to be rescinded, informing staff that such identification cards or credentials can be used to verify employment and explain the eligibility to carry a concealed personal protection firearm under LEOSA.

**Resolution:** This matter was resolved prior to the meeting. Staff may use credentials to prove Government employment and/or law enforcement status; e.g. in relation to carrying a personal weapon off duty consistent with LEOSA authorities. However, staff should not assert they are carrying personal weapons off duty in furtherance of BOP duties.



11-15-18

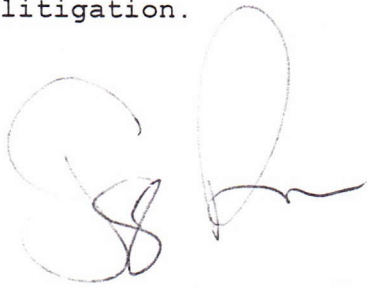


11/15/2018 (11:14 a.m.)


#### Item 4 Vouchers for Job selections/promotions

The Agency's system of Vouchering is not based on accurate information and no clear procedures are being utilized to ensure a fair voucher system. The Agency is allowing managers to rate employees lower on the vouchers, then their evaluations reflect. An example is, the employee receives an Outstanding Evaluation for the year/quarter and then on the voucher for the same elements, like Communications, is checked Average. This issue was brought up and the Warden responded, that more training is needed on proper vouching procedures. The lack of procedures for proper vouchering, is harming employees across the Bureau.

**Resolution:** The subject of this agenda item is currently pending litigation.

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11-15-18

A handwritten signature in dark ink, appearing to be 'AM' followed by a long horizontal line.

11/15/2018 (1:30 p.m.)



**Item 1 - Grand Prairie Red Flagging applicants (May 2018)**

The Agency has added another layer to the promotion/selection process for job openings. Apparently, staff at Grand Prairie have been assigned to review applications for what appears to be lies, exaggerations, plagiarism etc. If these employees believe the applications fall within these categories, they are "Red Flagging" the applicant and unofficially sending the Warden and Associate Wardens an email, indicating that, even though they are on the record sending the application back as best qualified, they are off the record recommending not to hire/select the applicants, due to such belief. This process is not within policy and does not afford the employee a chance to defend himself of these allegations and is preventing them from being selected for the positions.

**Resolution: The subject of this agenda item is currently pending litigation.**



11-15-18



11/15/2018 (12:30 p.m.)

## Item 7 Disciplinary Investigations Union Officers

In instances where representatives are subjected to disciplinary investigations, the Agency fails to separate the protected activity and the actionable misconduct. Understanding the Agency controls most aspects of misconduct investigations, the flagrant misconduct standards which apply is non-existent in the Agency's referral forms, Form B, Investigative Report, letter proposing disciplinary action or letter informing staff of disciplinary action to be taken.

*Investigator Gen. Jr*

**Resolution:** Among other things, an investigation considers whether the Union representative's actions fall within protected activity.

*[Signature]*  
11-15-18

*[Signature]*  
11/15/2018 (2:03 p.m.)