

***Labor Management Relations  
Quarterly Meeting Minutes  
Central Office, Washington, DC  
March 6-7, 2019***

***Participants***

**Agency**

*Christopher Wade  
Janice Humbertson  
Marqueta Andrews  
Chung-Hi Yoder  
Sylvie Cohen*

**Union**

*Jay Rivera  
Darrell Palmer  
Tyrone Covington  
Joe Velazquez  
Regina Warren  
Sandy Parr  
Kareen Troitino  
Aaron McGlothen  
Andrea Bernard  
Clifton Buchanan*

**February 17-18, 2016 Agenda Items**  
**Agenda Items: UNION**

**1. Safety Toe Footwear**

Business Administrators in several institutions have placed safety toe footwear out for bid, purchasing these items in bulk for distribution. As you're fully aware, locals have negotiated the cost and quality of said footwear in Local Supplemental Agreements and/or MOU's. As such, the practice of purchasing these items via a bidding process should cease and desist.

***Resolution: Previously resolved, August 2017***

## **2. Release of SHU Inmates**

Several Facilities in the Western Region are experiencing earlier than anticipated releases of inmates placed in the Special Housing Unit. Inmates placed in restrictive housing for 100 and 200 series offenses, are being granted early release, thus; raising the inherent hazards onto staff assigned to supervise such dangerous offenders. The Union recommends that such practice of releasing such inmates prior to concluding their time cease and desist in order to ensure compliance with Article 27 of the Agreement.

*Resolution: Previously resolved, November 2017*

## **August 10-11, 2016 Agenda Items** **Agenda Items: UNION**

### **1. Inmate Job Details, Funding and Article 27**

With the closure of UNICOR at several institutions, inmates have resorted to work in other details. However, compensation has become a challenge, leading to inmates not being compensated or remain idle as institutions face budgetary shortfalls. The Union believes that an idle inmate seeks to make themselves useful by engaging in other activities, activities which increases the inherent hazards associated with supervising dangerous offenders. Serious discussions with sustainable solutions are warranted.

*Resolution: Previously resolved, November 2017*

## **November 29-December 1, 2016 Agenda Items** **Agenda Items: UNION**

### **1. Agency Policy Article 3:**

Presidents are not receiving Agency policies pursuant to Article 3 of the parties Master Agreement. A Presidents list has been provided to the agency and upon analyzing, the list of Presidents pursuant to the Agency is incomplete.

*Resolution: Local Presidents unable to access their BOP Union Resource e-mail box should contact the Labor Relations Office.*

## June 21-22, 2017 Agenda Items

### Agenda Items: UNION

#### 1. Workplace Violence Protections:

The Occupational Safety and Health Administration (OSHA) has revealed several facilities to not have a comprehensive workplace violence prevention program, resulting in correctional staff being victimized suffering bites, contusions and abrasion injuries when interacting with inmates. Therefore, in the interest of workplace health and safety, the Union recommends pro-active steps to be undertaken to address workplace violence associated with supervising dangerous offenders in a correctional setting.

*Resolution: Pending and continuing*

## August 9-10, 2017 Agenda Items

### Agenda Items: UNION

#### 1. Post Implementation Bargaining:

Pursuant to Article 3 of the Master Agreement, proposed policy issuances will be subject to negotiations prior to implementation. Additionally, the parties contract states absent an overriding exigency, such proposed change and implementation will be postponed pending the outcome of negotiations. However, Management fails to address and/or inform the Union of any overriding exigency when deciding to impose and implement said changes prior to completing negotiations. Therefore, to further enhance positive labor management relations, Management must inform the Union the overriding exigency it faces to ensure appropriate negotiable proposals are submitted.

*Resolution: The Union withdraws this agenda item.*

#### 2. Promotions & Transfers:

Several CEO's have notified bargaining unit staff their promotions are being held in abeyance and/or withdrawn due to a hiring freeze. Understanding the hiring freeze has ended, the Union request a directive to be sent out to have CEO's comply with the promotions and transfers of bargaining unit employees.

*Resolution: Pending and continuing*



## **February 21-22, 2018 Agenda Items**

### **Agenda Items: UNION**

#### **1. Workers Compensation Policy:**

The Agency's Workers Compensation Policy is not being applied in Grand Prairie, MSTC, and Glynco. Agency Officials claim these places are not considered "institutions" as identified in Policy, preventing these areas to hold TAD or LID meetings. Furthermore, these areas do not have Safety Departments and/or Safety Managers, whom per the policy is an involved member when it comes to reporting and following through with the Department of Labor.

*Resolution: Pending and continuing*

## **May 30-31, 2018 Agenda Items**

### **Agenda Items: UNION**

#### **1. Time Keeping System/Bypass National:**

On February 27, 2014, the Agency addressed WebTA, instructing all Chief Executive Officers to have timekeepers and supervisors utilize the system in the same manner used on the NFC T&A system STARWeb. In FMCS Case No. 16-52771-8, AFGE Local 0510 and BOP FCI Edgefield, the Agency bypassed the National Union by implementing a procedure contrary to the February 27, 2014 instructions, having all staff to utilize the system despite the understanding of the Council's mandatory involvement pursuant to the Master Agreement.

*Resolution: Pending and continuing*

#### **2. Unit Management Case Loads:**

While the elimination of nation-wide positions has no impact on quarterly and daily rosters (See National LMR Resolution Item # 4), Agency officials have indicated Unit Team Case-loads may significantly increase despite the amount established at the National Level. To ensure compliance with the designated number of case-loads, Agency Policy and the parties rights established under the Statute and CBA, discussion and resolution is warranted.

*Resolution: Pending and continuing*


### 3. Second Hand Smoke K2:

There has been a significant increase in the use of K2 among the inmate population, exposing staff to second hand smoke causing nausea, headaches and other healthcare concerns. Despite this fact, local administrations refuse to furnish staff CA-1 forms for their OWCP claims.

*Resolution: Pending and continuing*



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