

***Labor Management Relations  
Quarterly Meeting Minutes  
Central Office, Washington, DC  
August 31-September 1, 2022***

***Participants***

**Agency**

*Christopher Wade  
Beth Reese  
Marqueta Andrews  
Kristie Breshears  
Sylvie Cohen  
Tiffany Sion  
David Crickard*

**Union**

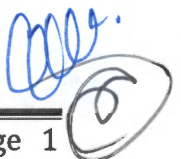
*Brandy Moore  
William Boseman  
Rick Heldreth  
Brian Mueller  
Michael Pearce  
Charles Jones  
Jennifer Howard  
Kenneth Pittman  
Tiffany Pheral  
Steve Markle*

**November 13-14, 2019 Agenda Items**  
**Agenda Items: UNION**

**1. Synthetic Drugs (Contraband) Increase and exposures**

There has been a significant increase in synthetic drug introduction/usage by inmates causing increased exposures to staff. Despite this fact, nationally no updated policies, procedures or better PPE has been issued to staff in the field. Union believes these are necessary to the field to keep all staff safe.

***Resolution: The parties discussed this matter at length. Management stated that on August 17, 2022, a memorandum titled, Potential Exposure to Hazardous Substances and Required Personal Protective Equipment (PPE) Guidance was sent to all Chief Executive Officers. The purpose of this memorandum is to provide clarification on safe handling of inmate(s) and their mail to minimize staff exposure to hazardous substances to include illicit drugs. Clarification will be sent to all Chief Executive Officers regarding Center for Disease Control and Prevention (CDC) nitrile glove thickness of 5mm ± 2mm when handling the affected inmate(s) and/or their mail.***



**May 1-2, 2019 Agenda Items**  
**Agenda Items: UNION**

**1. Fitness for Duty BOP Form:**

*Resolution: Deferred.*

**February 9-10, 2022 Agenda Items**  
**Agenda Items: UNION**

**1. Man Down Radios:**

(Request complete list of all facilities and who have/do not have upgraded man down radios. For the facilities that do not currently have them, what are the scheduled dates for upgrades to be completed). Which institutions still do not have these radios and what are we doing to address it?

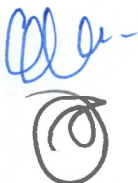
*Resolution: Upgrading man down radios is dependent upon whether the trunk system and/or the entire infrastructure can be upgraded or must be replaced. The Bureau continues to upgrade these systems and to explore options that may expedite implementation. Within 30 calendar days, the Management Chairperson will provide the Union Chairperson with its list of radio types by institution.*

**April 20-21, 2022 Agenda Items**  
**Agenda Items: UNION**

**1. LWOP Request Procedures:**

Currently you must be on L WOP in order to get COP however, several institutions are requiring individuals to exhaust all leave prior to approving LWOP.

*Resolution: Deferred.*



**August 31- September 1, 2022 Agenda Items**  
**Agenda Items: UNION**

**1. Glynco:**

We have had several individuals that have been sent back to their institutions after one failed attempt at GLYNCO now that a shortened training has been implemented. How will these individuals be addressed and/or retested?

***Resolution: The parties engaged in a lengthy discussion. An injury would be the only instance where a student would be sent home after one failed attempt. In such a case, the student would return to their institution and be placed on the waiting list until medically cleared. Retests are conducted consistent with policy. Otherwise, Management is not aware of anyone being sent home after one failed attempt of the Physical Ability Test at GLYNCO.***

**2. Long COVID**

Does the Agency have a plan to address or accommodate staff who are suffering from Long COVID.

***Resolution: After a lengthy discussion, the Agency stated it follows the same process in accommodating staff who suffer from Long COVID as any other medical condition when requesting accommodations to their job duties.***

**3. EO 14003**

This Executive Order has not been honored. The Agency has recently received guidance from the AG as well as FLRA in regards to this Executive Order, but still has not complied with this guidance.

***Resolution: Deferred.***

**4. Congressional Visits**

In recent weeks local unions have been notified congressional officials will not be able to enter institutions without the Office of Legislative Affairs coordinating the visit. This is a drastic change from what has happened in the past. Will the agency be issuing guidance on this change?

***Resolution: Management stated that the Bureau welcomes Congressional tours and appreciates the oversight and support; however, proper notification and communication is essential when scheduling. Regardless of who initiates the tour request, after coordination with the warden, the Office of Legislative Affairs will be contacted. The Office of Legislative Affairs will collaborate with the Department of Justice Legislative Affairs to schedule the tour. Tour requests should be made as far in advance as possible, ideally, at least a week.***

*Cable*  


## 5. UFMS

We continue to have issues with the new UFMS program, lack of training, and we continue to have staff who are not being issued uniform/boot allowances in a timely manner.

***Resolution: Deferred.***

## 6. Technical Manuals

An enormous amount of information/direction is being pushed out through technical manuals that has not been negotiated

***Resolution: Deferred.***

## 7. OIA

Currently it has been identified that OIA employees and investigations have not been complying with the Standards of Employee Conduct. What will be done to address this.

***Resolution: OIA Special Agents are subject to the Standards of Employee Conduct as all other Bureau of Prisons employees. During the course of any investigation, no employee will be required to sign statements or affidavits that the employee believes to be inaccurate or incorrect.***

## 8. OIA

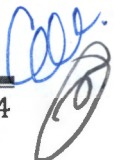
Referrals Process and Updates - How are referrals from union officials in regards to management being handled? We have been informed a lot of referrals are never investigated, and the referring staff is never even interviewed.

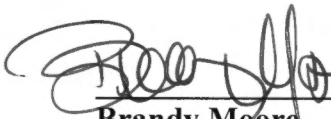
***Resolution: The parties engaged in a lengthy discussion. Referrals from all sources, to include referrals from union officials, are reviewed for allegations of misconduct and investigated, as appropriate.***

## 9. MAT Program

It has been identified that medication is being issued through this program, however, protocols for this program are not being followed.

***Resolution: Deferred.***



 09/11/2022

**Brandy Moore**  
**National Secretary/Treasurer**  
**Chairperson**  
**Council Prison Locals**

 09/01/2022

**Christopher Wade**  
**Chief**  
**Chairperson**  
**Labor Relations Office**

