

***Labor Management Relations  
Quarterly Meeting Minutes  
Central Office, Washington, DC  
April 12-13, 2023***

***Participants***

**Agency**

*Christopher Wade  
Chung-Hi Grace  
Marqueta Andrews  
Clarice Prout  
Jenniffer Hinton  
Alison Leukefeld  
Mike Carlis  
Carrie Schuler*

**Union**

*William Boseman  
Clifton Simon  
Richard Hernandez  
Larry Nelson  
James Simmerman  
Darkenya Hornsby  
Francis Bailey  
Kyle Young  
Clifton Simon*

**October 12-13, 2022, Agenda Items**

**Agenda Items: UNION**

**1. 2021 HSD Guidelines**

There is currently guidance in the field indicating staffing numbers have changed.

***Resolution: The parties engaged in an extensive discussion concerning Health Services staffing, as well as staffing generally throughout the Bureau. The Bureau will research additional hiring options, such as OPM minimum qualifications and education requirements for nurses.***

***The Health Services Division staffing guidelines are reviewed annually. Changes to the institution mission, the medical mission, and the care level of the institution impact the staffing recommendations applicable to that institution. However, the staffing recommendations within specific care levels have remained consistent since 2016.***



## 2. Roster Program

Can this program be utilized for departments other than custody?

**Resolution:** *The new roster program is in use for managing Correctional Services posts and assignments. Non-custody departments that used the old roster program to manage schedules, should have access to that program. The local Union will maintain access to both programs until discontinued. Access to the records will be in accordance with the Master Agreement. On December 1, 2022, an email was sent to Computer Services departments at all institutions, all regional offices, and all training centers regarding usage of the former and the current Roster Programs. (In addition, a memorandum with this same information was sent to the Regional Correctional Services Administrators.) A reminder of this email will be sent to the previous recipients. A copy of this reminder email will be sent to the Union LMR Chairperson, as well.*

**3. In the FY2022 Omnibus, dated March 15, 2022. The agency was required to provide the below information (bold) to the Appropriations Committee:**

**Overtime Pay Rate. -BOP shall report to the Committees not later than 90 days after the date of enactment of this Act on its application of the Fair Labor Standards Act (FLSA) in determining the rate of overtime pay for BOP employees. The report should break out how many employees, on an annual basis, are paid at a non-FLSA rate; the rationale for making such distinctions; and the potential, along with any cost implications, of compensating all employee overtime at a full FLSA overtime rate.**

The Union would like to be provided the information that was submitted to the Appropriations Committee. This information has been submitted and is needed for review and for discussion with the agency on how it impacts BU employees.

The Union would like to discuss why certain BU positions, within the FBOP, are FLSA exempt while others are not.

The Union would like to discuss why certain BU positions are FLSA exempt at some institutions, but the same positions are non-exempt at other institutions.

The Union would like an answer on the following: Is the Central Office interfering with Regional and Local settlements, in regard to FLSA grievances?

**Resolution: Deferred**

**January 18-19, 2023 Agenda Items**  
**Agenda Items: UNION**

**1. The Union seeks clarification - what is the lowest level management official (position) that is authorized to add or remove positions from the authorized complement of an individual facility?**

*Resolution: Deferred*

**2. Changes to Position Descriptions:**

Notice is not being sent to the Union when there are changes to Position Descriptions.

*Resolution: Deferred*

**3. Program Review and Staff Assist findings should be shared with the Union / affected local Presidents.**

*Resolution: Deferred*

**4. When considering applicants for positions, where does the Agency rank Best Qualified candidates in relation to Highly Qualified candidates?**

*Resolution: Deferred*

**April 12-13, 2023 Agenda Items**  
**Agenda Items: UNION**

**1. The Union has concerns with the availability of qualified/certified staff to provide psychiatric treatment and medications at some facilities. This also affects the BOP's ability to make sound recommendations regarding competency to the judicial system.**

*Resolution: Deferred*


**2. The Union is requesting a formal response on the Agency's position regarding the 10% augmentation limit attached to the omnibus funding Bill. Locals managers are informing their Local Unions that they are forbidden from recognizing or negotiating agreements based upon this language.**


*Resolution: Deferred*

*Handwritten initials and signature*

3. After Compressed Work Schedules are negotiated at the local level, agreed upon, and submitted for legal/technical review, OGC is insisting that additional language be added to the agreements that was not proposed by the parties. The additional language does not correct any legal/technical deficiencies with the agreements. Refusing to approve the agreements for this reason equates to bad faith bargaining.

*Resolution: Deferred*

  
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William Boseman 4-13-2023  
National Vice-President for  
Women and Fair Practices  
Council Prison Locals

  
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Christopher Wade 04/13/2023  
Chief  
Labor Relations Office