

***Labor Management Relations
Quarterly Meeting Minutes
Central Office, Washington, DC
January 18-19, 2023***

Participants

Agency

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Union

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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: An employee filing OWCP form CA-1, is allowed up to 45 days of continuation of pay (COP) and should be coded as 67 in WebTA. This pay status does not require CEO approval.

An employee filing OWCP form CA-7 is required to file a memorandum with their CEO requesting leave without pay for WebTA purposes. However, pursuant to applicable law/regulation, this leave cannot be denied.

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

1. Technical Manuals

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

Resolution: Technical Reference Manuals provide guidelines, optional assistance, best practices, and “how to” information that may be needed or useful to accomplish the objectives or requirements of directives. It is not a “policy,” but technical and instructional in nature.

2. MAT Program

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

Resolution: The parties discussed the Union’s concerns regarding the MAT procedures. Noting that a policy regarding the program is pending negotiations, the item is deferred with the understanding that, in the interim, all policy, laws, rules and regulations regarding transport, storage, and dispensing of medicines will continue to be followed.

October 12-13, 2022, Agenda Items
Agenda Items: UNION

1. Non-Residential RDAP Program numbers

What is the case load for DTS and Non-res DTS?

Resolution: There is only one DTS position, with no separate position title for “RDAP DTS” or “NRDAP DTS.” Caseloads are described in Program Statement 5330.11, Psychology Treatment Programs. The maximum caseload of participants (i.e., identified by a SENTRY code of DRG DAP PART) for a DTS assigned to RDAP is 24 participants for a mainline RDAP, 20 for a high security RDAP, 8 for Dual Diagnosis RDAP (for co-occurring populations). The minimum caseload for a DTS assigned to provide NRDAP services is 24 participants (i.e., identified by a SENTRY code of DRG NR PART).

2. BOP Safe Harbor Guidance/Contract on Sallyport

Who authorized this to be placed on Sallyport, and does the agency not feel this violates the rights of the employee?

Resolution: After a discussion, the agency agreed to remove the Safe Harbor Guidance/Contract found on Sallyport. The agency will continue to follow all laws, rules, regulations, policy, and the Master Agreement regarding this matter.

3. CTO Training

There are many misinformation's being disseminated such as clothing allowance info, automatic GL10s, etc.

Resolution: The parties engaged in a discussion about the Correctional Training Officer Program (CTOP) and the information discussed during the training. Some staff may have misunderstood some information during the training. This may have caused misinformation being disseminated. Discussions during the Question and Answer portion of the training will be limited. In addition, a memorandum was sent to Chief Executive Officers yesterday, detailing information about the CTOP and its local implementation. This should further assist in eliminating misinformation.

4. 2021 HSD Guidelines

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

Resolution: Deferred

5. Correctional Officer PD

New verbiage has been added..."well-being, civil liberties, and property which cannot be reviewed prior to implementation," and which may subject the decision-maker to legal liabilities, including personal sanctions.

Resolution: After discussing this matter, the Union withdrew this agenda item.

6. Roster Program

Can this program be utilized for departments other than custody?

Resolution: The parties engaged in a discussion on this matter. It will be further discussed in the next LMR Quarterly meeting.

7. 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



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01/19/2023

