

**Partnership Council**  
**(EO 13522 Labor-Management Forum)**  
**Meeting Minutes**  
**April 17-19, 2012**

During the week of April 17-19, 2012, the Bureau of Prisons and Council of Prison Locals held its Partnership Council (EO 13522 Labor-Management Forum) meeting in the Central Office, Washington, D.C.

The following participants were in attendance the entire meeting and comprised the week's Forum: Tom Kane, Ray Holt, Dale Deshotel, Ike Eichenlaub, Dwayne Person, Michael Meserve, Phil Glover, Eric Young, Clifton J. Buchanan, Robert McFadden, and Paul Layer. On Tuesday, April 17, 2012, the Partnership Council was joined by L.Cristina Griffith. On Wednesday, April 18, 2012, the Partnership Council was joined by Frank Lara and Charles Samuels. On Thursday, April 19, 2012, the Partnership Council was joined by Linda McGrew, Mary Mitchell, Dan Joslin, and Charles Samuels.

The Partnership Council reviewed, edited, and approved the minutes from the previous meeting (January 10-12, 2012).

**DECISIONS**

**Arbitration Backlog Reduction Initiative** - The Partnership Council approved a memorandum to be sent to Wardens, HRMs, and Local Union Presidents, from Asst. Director White and CPL33 President Deshotel, encouraging responsible filing and answering of grievances, advocating informal resolution at any time during the pendency of the grievance or arbitration, and requesting that Local Presidents and HRMs take stock of pending arbitrations by completing a chart and forwarding it to their regional counterparts within 30 days. The memorandum was distributed April 26, 2012.

**Sallyport Partnership Council Pages** - The Partnership Council reviewed and approved Sallyport Partnership Council pages as part of the Labor Relations Office pages. The pages provide information about the Executive Order 13522, training material, and a (running) list of the decisions of the Partnership Council. The pages are located at:  
<http://sallyport.bop.gov/co/hrm/lmr/PartnershipCouncil.jsp>

**Correctional Services - Three Year Rotation** - The Partnership Council discussed issues regarding difficulties in implementing

the Correctional Services three-year rotation pursuant to the Master Agreement, Article 18.e. After exploring options, the Partnership Council agreed to the following modifications:

- (1) For those staff unable to complete the rotation, documentation on the assignment record will reflect the reason for non-rotation;
- (2) Assignment to the sick and annual roster satisfies the requirement for rotation; and
- (3) The three year period will be expanded to four years in order to provide a larger timeframe in which to complete rotation.

These modifications will be made through an amendment to the Master Agreement and conforming policy change. In the interim, a Sallyport article will be promptly published explaining the Partnership Council's decision on this matter, and providing the above information regarding implementation. A Sallyport article was published April 30, 2012, at:

[http://sallyport.bop.gov/co/ipp/public\\_affairs/communications\\_archives/partnership\\_3-year\\_rotation.jsp](http://sallyport.bop.gov/co/ipp/public_affairs/communications_archives/partnership_3-year_rotation.jsp)

**Electronic Inmate Central File Project - PDI** - Linda McGrew provided information to the Partnership Council on the electronic inmate central file project, which has an anticipated implementation of 2015. The Partnership Council agreed this project was appropriate for pre-decisional involvement (PDI), and Dale Deshotel will provide Ms. McGrew with the names of three Union representatives to be part of the project, from Correctional Systems, Unit Secretary, and Case Management bargaining unit positions. Once selected, Ms. McGrew will formally notify the participants' CEOs of their appointment and the general parameters. It is expected that the Union representatives will participate as full team members, including tele-conferences, video-conferences, and in-person meetings, as scheduled.

**DISCUSSIONS** - The following discussions occurred.

**UNICOR Updates** -Tom Kane provided an update on UNICOR legislative activities as follows:

During their mark-up of the FY '13 National Defense Authorization Act, the House Armed Services Committee expressed an interest in adding language to the bill that would have been harmful to Federal Prison Industries (FPI). Specifically, the language would have allowed the Secretary of Defense to prohibit FPI

from competing in the market if its market share exceeds 5% despite the fact that they are already required to compete once their market share exceeds this threshold. Staff from the BOP worked with Tom Cullighan, staff member for Commerce, Justice, Science Chairman Wolf, to have a letter drafted and sent to Armed Services Chairman McKeon strongly opposing the language and requesting that it be pulled from the Defense Authorization bill. In addition to Wolf, the letter was signed by Judiciary Committee Chairman Smith, Ranking Minority Member Conyers, and Committee Members Scott, Goodlatte, and Chabot, along with House Administration Chairman Lungren. On April 24, 2012, the House Armed Services Committee agreed to pull the language in response to the letter.

Mary Mitchell recognized the Partnership Council's previous commitment to hold UNICOR workgroup meetings with Union representatives, and is committed to renewing that initiative.

Tom Kane specifically mentioned that the agency is prohibited from lobbying Congress on any matters, but can nevertheless provide information to the Union for its own use. Tom Kane encouraged the Union's National Legislative Affairs Coordinator to contact the Agency's Office of Legislative Affairs, IPPA.

**Battle Buddy Program** - Dan Joslin provided information on an upcoming program known as the Battle Buddy Program. This program will exist at every institution, and will provide voluntary opportunities for returning veterans to partner with other staff at the worksite to provide resources for returning veterans. The program was designed to include partnership with the Veterans' Administration.

**Central Office Annual Refresher Training - Union Issues** - There was an agreement to include the Mid-Atlantic Regional Vice-President (CPL33) in the planning of the Central Office's Local Union presentation during Annual Refresher Training for Central Office staff.

**Pre-Decisional Involvement (PDI) Parameters** - The Partnership Council continued to discuss the parameters of PDI. It was concluded that executive staff selections are not appropriate topics for PDI. Nevertheless, it was discussed that Union representatives are usually aware of which executive staff positions are open and soon to be filled, and can therefore

submit unsolicited comments and recommendations for consideration.

**Government Smartphones for CPL33 E-Board Members** - The Partnership Council agreed to issue government smartphones (Blackberry) to voting Union e-board members who request one. Additionally, it was agreed that the government smartphones would be permitted within secure confines of Bureau institutions. Notification of this decision was provided to CEOs by Judi Simon Garrett, Assistant Director, IPPA, by memorandum dated July 20, 2012.