

Partnership Meeting – October 5 – 7, 2010

During the week of October 5 – 7, 2010, the Bureau of Prisons and Council of Prison Locals held its first Labor Forum (otherwise known as “partnership”) meeting. The first two days were comprised of training on Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Services (or the EO), Union and Management Rights and Responsibilities, traditional bargaining versus interest-based bargaining, and pre-decisional involvement (PDI) versus traditional management-union relations.

The following participants were in attendance and comprise the week’s Partnership Council:

Bryan Lowry, Mike Castelle, Tim Debolt, Dwayne Person, Mike Rule, Dale Deshotel, Eric Young, Roger Payne, Kim White, Ray Holt, Joe Norwood, Jerry Maldonado, Paul Laird, Joey Meade, Christopher Wade

The training was well received, and a variety of history items, concerns, and goals were discussed. On the last day of the meeting, the Council discussed a variety of challenges ahead. They included:

What simple, non-controversial items could be considered using pre-decisional involvement (this approach would allow Labor and Management to become comfortable with the process and accomplish “small wins” to build confidence in the new LMR engagement agency-wide);

Whether we are ready to “roll-out” local Partnership Councils (we want to ensure the foundation is built appropriately nationally before institutions approach this new way of doing business, and ensure that Wardens and Union Presidents receive similar training as did the National Council);

How and under what circumstances interest-based bargaining would be used, and whether parties could “opt-out” if this approach does not work for a particular negotiation;

How we would inform others (Local Unions and Wardens, as well as other staff) as to the status of the National Partnership Council and meeting topics;

When and where the next meeting will be held (that was tabled until the entire Labor – Management calendar is reviewed at the next LMR Quarterly meeting in November 2010);

Because this first session of the National Partnership Council was comprised of two days of training, there was only one day for preliminary discussions to commence. Below are bullets of those conversations and any decisions rendered will be noted:

- Began discussion on those things that this Council could immediately consider for pre-decisional involvement. Bryan took the lead and wrote the following on the flip chart:
 - Center Mass Memo
 - Female Offender
 - DNA
 - Furlough

- The discussion was initially limited to less lethal munitions and DNA. Christopher Wade read the applicable portion of the less lethal munitions, to identify when munitions are included.
- The above were examples only. The Council is simply trying to identify things/items that the group may handle.
- Paul Laird brought up approximately 5 UNICOR policies that could be considered. There were also discussions about how UNICOR could keep the Union more informed on issues related to operational changes in UNICOR.
- Paul Laird mentioned that he has an open door policy and that the E-Board can stop by anytime.
- Paul Laird mentioned legislation that is limiting UNICOR; and the reality that UNICOR is a business and they (UNICOR) are in a defensive mode and the budget is volatile.
- Dwayne/Mike mentioned that the UNICOR should let off staff to go to the Hill to lobby congress.

Discussion ensued (lengthy); Eric suggested a UNICOR workgroup.

Decision: Continued discussion on UNICOR. The group agreed that UNICOR should have a workgroup (called a forum). Paul and Bryan will get together to decide the numbers.

- Bryan Lowry began discussion on disciplinary actions that go to the arbitration, that are dated.
- Joe Norwood/Ray Holt brought up making changes to 9/10 pm count to make it a stand up count (everyone seemed to agree). The Council recommended the language in the memo be changed to exclude any exceptions.

Decision: The decision was accepted.

Other topics were discussed for pre-decisional involvement. The list below reflects a brain-storming session which included the following possible topics:

- Security/Technology
- Silhouettes in towers
- Sick leave
- Augmentation
- Repetition litigation (i.e., Portal/overtime)
- Official Time
- Cameras/Remote Monitory
- Information overload/local fights
- Communication
- Responses to grievance
- New Technology
- UNICOR
- Staff uniforms
- Dress Code
- Honor guard/color guard (not in the line of duty)
- Law Enforcement right

- Correctional Workers' Week
- ART – How we conduct the training, the content of the training
- Union Guests that visit the institution (legislative, congressional, etc.)
- Notification
- Communication Protocols
- Acting E-Board (delegation of authority as it relates to official time)
- Green Environment
- Executive Staff Decisions
- Blue Letters
- Disciplinary logs
- Reasonable Accommodation
- Discrimination
- E-Learn
- Sallyport Access
- Blackberries for E-Board
- Consistency within BOP
- Success in the Mission
- Health/welfare checks (related to staff who do not show up for work; when do we get involved, check the home, call authorities, etc.)
- Retaliation

The discussion concluded with the following items being considered for the first set of pre-decisional involvement:

- PDI Forum for UNICOR
- Color Guard/Honor Guard present to in this forum
- Union Role in ART
- “Wellness Checks”* (see discussion above about this item)
- Communication Protocol (changes- E-Board info.)*
- Delegation of Authority (e-Board members/official time)*

*Fill-in only if we have time

The parties (Council) agree to schedule future meetings during LMR Quarterly, so that all meetings will be scheduled together; the next meeting will be in Washington, DC.