

Jailhouse Chatter

Local 1612

Local 1612 Happenings

Here is what has been happening with your Local 1612:

The arbitration case over a 21 day suspension was rescheduled due to the arbitrator being sick.

All of the light-duty cases will go to the arbitrator to be looked at on an individual basis on December 8th. **If you believe you have a case, it needs to be sent to Human Resources before December 8th.**

The arbitration over holiday pay will proceed on February 24-25, 2016.

There will be an AFGE Nurse Steering Committee meeting January 25-29 that Tammy Jackson and Karrie Wright will be attending. The Committee meets once a year to go over nursing issues for the VA, DOD, and BOP. Some of these issues have to be presented to Congress. BOP issues are true time and a half, PHS and hiring nurses at the right pay status.

Mailings regarding voting and elections were sent out November 19th. **Elections will be December 9th in the Visiting Room. If you cannot attend the election and want to vote, please notify Joni Krider, ext 1108 or lkriders@bop.gov for your ballot.** Karrie Wright and Lonnie Weatherford are running-off for President. O'Brian Mitchell and Michael Carmen are running-off for Second Vice President. Rebekka Stafford and Scotty Kastning are running-off for Treasurer.

Congratulations to Trish Light, 1st Vice President, Wayne Dimirsky, Secretary, and Larry Caudle, Chief Steward who were elected through acclimation to e-board positions!

2016 calendars have been ordered.

The unfair labor practice in Recreation has been withdrawn. The issue is continuing to be pursued.

We have a Merit System Protection Board case pending over a termination.

We will be voting on a dues increase December 14th.

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Proposed Dues Increase

During the 2015 National AFGE convention, the delegates voted to increase the monthly AFGE national per capita tax effective January 1, 2016. The AFGE dues will increase \$1.16 a month per active member and \$2.00 increase per retiree member. This is an automatic increase per member. This will make the local dues \$14.68 biweekly. The Local is proposing a dues increase. The letter to members was mailed out and is additionally, available on the website. If you have questions, please contact an e-board member. **We will vote on this issue December 14th.**

"United we stand, divided we beg!"

Labor Management Relations Meeting

Issues discussed at the National level quarterly Labor Management Relations (LMR) meeting were:

-The policy regarding wearing of the stab vests. Institutions are requiring it to be worn under clothing so it's not exposed, but what about when it's extremely hot? The issue will be resolved at the National Partnership meeting.

-Some Locals are being told post orders are non-negotiable. If Management changes post orders and it results in a change in condition of employment, the Union should receive notification of the changes prior to implementation and be provided with an opportunity to negotiate.

-The Union requested a standard letter be provided by the Agency to employees that are qualified under LEOSA to carry a concealed weapon. The letter would be used to verify an employee meets the agency's standards for qualification to carry a concealed weapon under the Law Enforcement Officers Safety Act. Requests for confirmation of employment and/or law enforcement status should be directed to the local human resource office.

Partnership

Partnership stems from an Executive Order issued by the President. Partnership includes the e-board and executive staff. Unlike LMR, Partnership includes the Union president and the Warden and we meet quarterly. Partnership is a bit less formal than LMR, but both sides still present agenda items in which we discuss and try to resolve. Partnership is designed to have the Union and Management brainstorming and working together to address issues of concern. The agenda items scheduled for discussion in December Partnership:

1. Update on safety slots in lock up units
2. Update on staffing levels
3. Light duty accommodation posts
4. Emergency custody OT procedures
5. Upward mobility
6. Augmentation

Letter from the President

Greetings,

It has come time for elections. Please vote! After the election it will be time to come together as a cohesive team. United we bargain, individually we beg! In the nearly past 4 years, I have been proud to serve you in the role of your local president. In many ways, this is a dreary, thankless task. If you are an activist for the union you will often want to pull your hair out in frustration. However, when you are able to truly make a difference, it is all worth it. With time and experience you will find that you can make a difference in the quality of life in the institution. When you are able to help save a staff member's career, it is a feeling that you won't forget and usually they won't either.

Looking back over the last four years, the union has truly become a greater thing. I am proud of every member of the executive board that I have served with. Both the E-board and the stewards have worked hard to learn their craft and to become as effective possible. They all work hard to protect the collective bargaining agreement and busted their butts to craft as good of Local Supplement as possible. I would prefer to have gotten the staff a boot allowance and as many perks as possible but I couldn't in good conscience. To have got a boot allowance, it would have required that all staff wear boots. I know that I would have made some staff mad if they had to wear combat boots with their dresses!

Some decisions were hard and not always popular. One example was the Flu Shot issue. After deep and serious discussions with Warden Sanders, I made the decision that I would not risk the mission of the institution and the livelihood of 35 percent of our staff by endangering the mission. If we had lost the contract with Mercy hospitals, we would have in all probability went from being the flagship of the Bureau's medical system to being a nursing home. Such a change would have cost a hundred nurses their jobs. It would have began with us driving nearly all the inmates we had that needed to get hospital treatment to St. Louis and handing them off to officers from FCI Greenville. On top of this, our staff that had serious issues why they couldn't take flu shots had a system in place to be exempted and to wear masks in the hospital setting.

This time, after leaving the presidency of the local, I am not retiring from service. I will be available to help with anything the e-board needs or to represent our staff. Since I began serving as a steward in the local and attending training all over the bureau, I have come to appreciate the quality of the United States Medical Center's staff. They are the finest officers, nurses, cooks, facilities foreman's, chaplains and executive staff in the Bureau. I will also say that while we have had both some of the finest and some of the most horrible executives in the bureau at any given time, the good have always outweighed the bad ones. The present executive staff cares for staff and the mission of the Center. I have found working with Warden Sanders a productive and effective time to serve the local.

Thank You for the opportunity to serve,

Larry W. Caudle

Know Your Rights - - Discipline

Per the Master Agreement, discipline is designed to be progressive and aimed at correcting and improving the employee's behavior.

The Merit Systems Protection Board in *Douglas vs. Veterans Administration*, established criteria that supervisors must consider in determining an appropriate penalty to impose for an act of employee misconduct. These "Douglas factors" are:

- (1) The nature and seriousness of the offense, and its relation to the employee's duties, position, and responsibilities, including whether the offense was intentional or technical or inadvertent, or was committed maliciously or for gain, or was frequently repeated;
- (2) the employee's job level and type of employment, including supervisory or fiduciary role, contacts with the public, and prominence of the position;
- (3) the employee's past disciplinary record;
- (4) the employee's past work record, including length of service, performance on the job, ability to get along with fellow workers, and dependability;
- (5) the effect of the offense upon the employee's ability to perform at a satisfactory level and its effect upon supervisors' confidence in the employee's work ability to perform assigned duties;
- (6) consistency of the penalty with those imposed upon other employees for the same or similar offenses;
- (7) consistency of the penalty with any applicable agency table of penalties;
- (8) the notoriety of the offense or its impact upon the reputation of the agency;
- (9) the clarity with which the employee was on notice of any rules that were violated in committing the offense, or had been warned about the conduct in question;
- (10) the potential for the employee's rehabilitation;
- (11) mitigating circumstances surrounding the offense such as unusual job tensions, personality problems, mental impairment, harassment, or bad faith, malice or provocation on the part of others involved in the matter; and
- (12) the adequacy and effectiveness of alternative sanctions to deter such conduct in the future by the employee or others.

Make sure you check our website for updates!

<http://www.local1612.com/>