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**American Federation of  
Government Employees**  
Council of Prison Locals  
Local 501  
President Art Reynaldo  
Federal Detention Center Miami  
33 N.E. 4<sup>th</sup> Street Miami, FL 33023



(305) 982-1049 Office

(305)675-2926 fax

Date: July 12, 2010

To: Linda T. McGrew, Warden

From: Art Reynaldo, President, Local 501

Subject: Invoke Negotiation on

Local 501 is invoking negotiations on the change of working conditions for Custody bargaining members conducting inmate movement within the institution instead of R/D staff (see attachment).

Local 501 is requesting to know who Management will assigned as Agency's spokesperson for the negotiations.

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2010 JUL 12 PM 2:26

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FDC MIAMI

WARDEN'S OFFICE

**From:** Shawn Million  
**To:** Acre, Darrol; Best, Brian; Colon, Deborah; Izquierdo, Osmido; Kafut,...  
**Date:** 7/9/2010 10:34 AM  
**Subject:** Inmate Movement

2010 JUL 12 PM 2: 25

It has been brought to my attention that Non-Custody Departmental Staff are conducting movement of inmates within the institution. Effective with the notification of this message, Correctional Services will be responsible to move inmates from their units to R&D. R&D staff will prepare the wake-up lists and submit them to Correctional Services no later than 12:00 am. Correctional Supervisors will ensure the inmates are up and taken to R&D at the specified time.

Any questions, feel free to contact me.

**American Federation of  
Government Employees**

Council of Prison Locals

Local 501

VP Communications R. Bullard

Federal Detention Center Miami

33 N.W. 1<sup>st</sup> Street Miami, FL 33123



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(305) 982-1049 Office  
(305) 982-1050 fax

Date: July 12, 2010

To: Shawn Million, Associated Warden (P)

From: Ricky Bullard, VP Local 501

Subject: Informal Resolution

This is an informal resolution attempt as per the Master Agreement **Article 31: Grievance Procedure** that is being given to you to informally resolve the following issues that are stated below:

This informal resolution letter is to inform you that once again Management has not adhered to the Master Agreement. Articles 1 & 4 of the Master Agreement is being violated on a continuing basis. As stated in Article 1 section b." The Union has the full authority as provided by Statute to meet and confer with the Agency for the purpose of entering into negotiated agreements, concerning changes in conditions of employment covering bargaining unit employees, and to administer this Collective Bargaining Agreement." The Administration here at FDC-Miami continues to operate outside the Collective Bargaining Agreement and all Federal Labor Laws. Under the Directions of S. Million, AW (P) the Captain and the Lieutenant's have been instructed to have custody staff escort the R&D court line. This is a change in working condition for the bargaining unit staff, management has not attempt to negotiate with the union. By management's action they are aware of the under staffing in the R&D department. So in a good faith attempt we are bringing this to management attention so that it can be rectified.

**Remedy:** Order the agency to cease and desist with the above practice. Order the agency to abide by applicable rules, and regulations of the master agreement. Order the agency to provide the name, date and time their negotiator will meet with the union. The Union will give the agency (5) days to informally resolve this issue.

**From:** Arturo Reynaldo  
**To:** Million, Shawn  
**CC:** Acre, Darrol; Best, Brian; Cardona, John; Holmes, Atoya; Laugh, Char...  
**Date:** 7/9/2010 3:44 PM  
**Subject:** Re: Inmate Movement

The Union has not been formally notified of this change and at present time not even sent this message to me.

I am requesting that you provide more clarification on this matter to determine if there is a change in the working conditions our members.

Secondly, I find it disrespectful that I have not been informed on this matter and the potential that this change can create.

I suggest that we place this matter on hold until more information can be captured so as to avoid an Unfair Labor Practice Charge to the Warden.

I expect your prompt consideration and resolution in this matter.

Thank you  
Art Reynaldo  
President  
Local 501

>>> Shawn Million 7/9/2010 10:34 AM >>>

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Any questions, feel free to contact me.

**From:** Arturo Reynaldo <dolpart@bellsouth.net>  
**To:** <areynaldo@bop.gov>  
**Date:** 7/12/2010 10:42 AM  
**Subject:** Fw: change in working conditions

----- Forwarded Message -----

From: Arturo Reynaldo <dolpart@bellsouth.net>  
To: Linda McGrew <LMcGrew@bop.gov>  
Cc: Rickey Bullard <rbullard@bop.gov>  
Sent: Mon, July 12, 2010 10:41:27 AM  
Subject: Fw: change in working conditions

Warden, we need to talk about this matter in order to avoid another ULP due to your managers disrespecting the Union and not informing us of these changes. Please call or arrange a meeting as soon as possible.

Thank you

Art Reynaldo  
President Local 501

----- Forwarded Message -----

From: Ricky Bullard <rbullard@bop.gov>  
To: Art Reynaldo <dolpart@bellsouth.net>  
Sent: Mon, July 12, 2010 10:35:38 AM  
Subject: change in working conditions

Date: July 12, 2010

To: Shawn Million, Associated Warden (P)

From:

Ricky Bullard, VP Local 501

Subject: Informal Resolution

This is an informal resolution attempt as per the Master Agreement Article 31: Grievance Procedure that is being given to you to informally resolve the following issues that are stated below:

This informal resolution letter is to inform you that once again Management has not adhered to the Master Agreement. Articles 1 & 4 of the Master Agreement is being violated on a continuing basis. As stated in Article 1 section b." The Union has the full authority as provided by Statute to meet and confer with the Agency for the purpose of entering into negotiated agreements, concerning changes in conditions of employment covering bargaining unit employees, and to administer this Collective Bargaining Agreement." The Administration here at FDC-Miami continues to operate outside the Collective Bargaining Agreement and

all Federal Labor Laws. Under the Directions of S. Million, AW (P) the Captain and the Lieutenant's have been instructed to have custody staff escort the R&D court line. This is a change in working condition for the bargaining unit staff, management has not attempt to negotiate with the union. By management's action they are aware of the under staffing in the R&D department. So in a good faith attempt we are bringing this to management attention so that it can be rectified.

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R. Bullard  
Executive VP  
Local 501  
[www.afgelocal501.com](http://www.afgelocal501.com)

Sometimes you have to stand back to see a work of art."

This message is intended for official use and may contain SENSITIVE information. If this message contains SENSITIVE information, it should be properly delivered, labeled, stored, and disposed of according to policy."

**From:** Ricky Bullard  
**To:** Chikalla, Paul; Reynaldo, Arturo  
**CC:** bigbulldawg@bellsouth.net; Reynaldo, Art  
**Date:** 7/11/2010 7:40 AM  
**Subject:** Violation of CBA

Management is in direct violation of the Master Agreement by AW Shawn Million issuing an e-mail to the Captain and the Lieutenants, to have inmates escorted to R&D by custody staff only. It has been the practice of this Administration to change employees working conditions without negotiating with the union. This is in direct violation of Articles 1 and 4 of the Master Agreement. Art I received your e-mail on this issue and the paper work needs to be done.

R. Bullard  
Executive VP  
Local 501  
[www.afgelocal501.com](http://www.afgelocal501.com)

Remember that it is far better to follow well than to lead indifferently.

**From:** Shawn Million  
**To:** Acre, Darrol; Colon, Deborah; Izquierdo, Osmido; Longo, Jeremy; McNe...  
**CC:** Perez, Edwin; Reynaldo, Arturo  
**Date:** 7/12/2010 3:29 PM  
**Subject:** Inmate Escort to R&D

This is notification that the Union had invoked negotiation on the Inmate Escort Procedures of inmates to R&D by Correctional Services Staff on the Morning Watch Shift. Until this can be resolved, we will need to revert back to the procedure of R&D Staff picking up their inmates.

I feel confident we can resolve this matter with Union officials quickly. I will keep you posted. Thanks



**From:** Shawn Million  
**To:** Reynaldo, Arturo  
**Date:** 7/12/2010 2:37 PM  
**Subject:** Notification of Spokesperson

This is to notify you that I will be the LMR spokesperson for the issue of the Correctional Officers on Morning Shift escorting inmates to R&D for court line.

Please forward any further correspondence regarding this issue to me. I look forward to discussing any of your I&I issues with you in the near future.

Thanks

**From:** Arturo Reynaldo  
**To:** Million, Shawn  
**CC:** Bullard, Ricky; Holmes, Atoya  
**Date:** 7/12/2010 3:37 PM  
**Subject:** Re: Notification of Spokesperson

The Union has selected the following representatives for these negotiations:

**Rickey Bullard, Executive VP**

**Atoya Holmes , Chief Steward**

Please provide them with dates and times so they can be roster arrangement and on Official Time for this meeting

Thank you  
Art Reynaldo  
President  
Local 501

>>> Shawn Million 7/12/2010 2:37 PM >>>

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