

**From:** Arturo Reynaldo  
**To:** Perez, Edwin  
**CC:** Million, Shawn  
**Date:** 8/19/2010 6:18 PM  
**Subject:** Informal Resolution Gate Pass / AC Problems  
**Attachments:** lmrmeetingjune2010.pdf; lmrmeetingjuly2010.pdf

U.S. Department of Justice  
Federal Bureau of Prisons

**MEMORANDUM**

Federal Detention Center Miami  
33 N.E. 4th Street  
Miami, Florida 33101-9118

August 19, 2010

**MEMORANDUM FOR E. PEREZ, ASSOCIATE WARDEN (Operations)**

**FROM:** Art Reynaldo, President AFGE Local 501

**SUBJECT: Informal Resolution Gate Pass / AC Problems**

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

In the last two LMR meetings (June & July 2010) the topic of gate pass was presented by the Union. Gate Passes for inmate work detail are essential for the Facilities staff to get their work done outside of the building. Nothing was accomplished due to the fact that Ms. Lam, Unit Manager never provided you or the Union with a response or a plan of action in getting this item corrected (see attachment).

Now the Union has been made aware that we have an AC or cooling problems in the Units and in certain other areas of this institution. Multiple bargaining members have compliant to this Union and also to Facility, that the Units and work areas are extremely hot and uncomfortable to work and be in.

Today, Thursday, August 19, 2010, I had a talk with Mr. Velazquez, Assistant Facility Manager, regarding the complaints about the heat conditions in the Unit. His response was that part of the problem is that his staff is not being given **Gate Pass by Unit Management**. If Gate Passes are provided to his foreman, they can take their inmates outside and fix the problems with the AC units. The Foremen cannot repair or solve this heat situation without the inmate help.

In essence the Gate Pass will solve the heat conditions that are affecting certain areas of this building and are subjecting our members to these difficult conditions of employment for them.

It is well understood that as per the Master Agreement, the employer agrees to provide, maintain, and repair all equipment that affects the conditions of employment for the bargaining members. Having Units that are hot and uncomfortable raises the inherent hazards to our members, by placing them at risk due to inmate's complaints and being upset because of the heat that they have to endure.

All these problems can be solve if Unit Management provides Gate Passes to the Facility's work details crew so they can go and get the cooling problems resolve once and for all.

**Local 501 is asking that Gate Passes be provided as soon as possible and at the same time, that the cooling deficiency be properly corrected and solved.**

Your understanding, consideration, and assistance is most requested and appreciated.

Art Reynaldo

President  
AFGE Local 501  
FDC Miami, FL  
305-982-1049 Office  
786-376-2774 Cell



U.S. Department of Justice  
 Federal Bureau of Prisons  
 Federal Detention Center

Office of the Associate Warden

P.O. Box 019118  
 Miami, FL 33101-9118

July 2, 2010

MEMORANDUM FOR LINDA T. MCGREW, WARDEN

FROM: Edwin Perez, Associate Warden (o)  
 LMR Chairperson

Arturo Reynaldo, Acting Union President

SUBJECT: Monthly LMR Meeting Minutes

On June 30, 2010, the LMR meeting was held and the attendees consisted of:


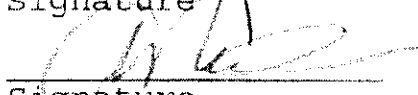
- Edwin Perez, Associate Warden (Operations)
- Gary Hammond, Facilities Administrator
- Darol Acre, Captain
- Adrienne Lamb, Unit Manager
- Lesnay Vazquez, Employee Services Assistant
- Arturo Reynaldo, Vice President - Acting President
- Atoya Holmes, Chief Steward
- Ricky Bullard, Vice President for Communications
- Kenneth Munro, Electrical Worker Supervisor

Old Business Items:

C. Shift Exchanges

The Union stated that there is a settlement dated in the year 2006, regarding the ability to exchange shifts as noted in article 18 of the master agreement. Mr. Reynaldo stated he had a meeting with Warden McGrew and her stance has not changed and for this matter local 501 will submit a ULP regarding this issue.

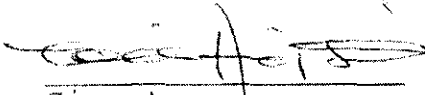
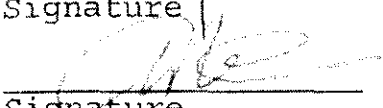
Management stated these shift exchanges are against federal law pay guidelines.

Management:		Date	<u>7/2/10</u>
	Signature		
Local 501:		Date	<u>7/2/10</u>
	Signature		

2. Computers for Union Office

Union indicated their two computers are extremely slow, outdated and need to be replaced. Union is requesting to replace the computers.



Management will send Mr. Richard Peña, Information Technology Manager to determine its condition and make an assessment the week of July 19, 2010.

Management:  Date 7/2/10  
Signature Date  
Local 501:  Date 7/2/10  
Signature Date

3. Gate Pass Inmates

Union is requesting the assignment of one (1) gate pass inmate to each facility shop to better assist the foreman when performing work outside the building or on the roof.


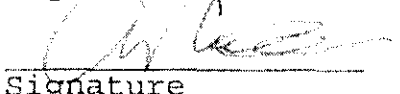
Management will research gate pass procedures to determine if this is feasible and if it is within Bureau of Prisons guidelines we will evaluate eligible gate pass inmates and if available will process the gate passes.

Management:  Date 7/2/10  
Signature Date  
Local 501:  Date 7/2/10  
Signature Date

4. Receptionist Post in Control

Union states that bargaining members in custody are being harassed and intimidated by threats from their supervisors if outside phone calls are not answered in a timely manner. Union is requesting to open the Receptionist position.

Management stressed the importance of answering our main telephone line and will continue to test it. Management's intent is not to reprimand or discipline staff, it is for quality assurance purpose.

Management:  Date 7/2/10  
Signature Date  
Local 501:  Date 7/2/10  
Signature Date



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Office of the Associate Warden

P.O. Box 019118  
 Miami, FL 33101-9118

July 28, 2010

MEMORANDUM FOR LINDA T. MCGREW, WARDEN

FROM: Edwin Perez, Associate Warden (O)  
 LMR Chairperson  
 Arturo Reynaldo, Union President

SUBJECT: Monthly LMR Meeting Minutes

On July 28, 2010, the LMR meeting was held and the attendees consisted of:

- Edwin Perez, Associate Warden (Operations)
- Shawn Million, Associate Warden (Programs)
- Elizabeth Garcia, Associate Warden Secretary
- Gary Hammond, Facilities Administrator
- Mauro Talamantes, Union Steward
- Kenneth Monroe, Union Steward
- Arturo Reynaldo, Union President
- Brian Best, SIA (Acting Captain)
- Ricardo Menendez, PA

Agenda Items:

A. Drop Box for OTC


Management wants to negotiate the drop box location and procedures for Over the Counter Medication Forms.

Management proposed that a drop box be placed in the sallyport outside the third floor for over the counter medication forms to be dropped off. Inmates will have more accessibility to purchase their over the counter medications. This will reduce sick call visits, reduce pharmacy cost, increase access and will increase sales in Commissary. Management and Union agreed on this being implemented.

Management:

  
 Signature \_\_\_\_\_ Date 7/30/10

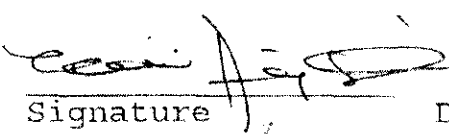
Local 501:


  
 Signature \_\_\_\_\_ Date 7/30/10

Old Business

1. Gate Pass for Shops

Short on Gate Pass inmates. Management will check with Ms. Lamb regarding the Gate Pass inmates and their assignments.

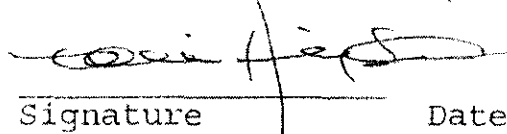
Management:  7/30/10  
Signature Date

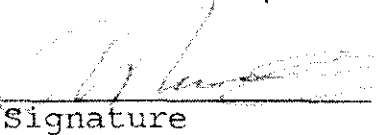
Local 501:  7/30/10  
Signature Date

2. Union Office Computers

Union will purchase memory cards for two computers and Mr. Peña can install for them. They are requesting for management to purchase to monitors for the union computers.

Management will provide the Union Office with two monitors. This is a one time issue.

Management:  7/30/10  
Signature Date


Local 501:  7/30/10  
Signature Date

3. DHO Packet Scanning

Management stated that on a previous meeting Mr. Charles Laugh had suggested the purchase of three scanners. Each scanner was going to be assigned to a Unit Team so that a staff member could be designated to do the scanning of the documents. Management stated that was a feasible option and they would like to proceed with that suggestion.

The Union stated they would table the item until they are able to clarify and get confirmation on it. Mr. Bullard is going to provide further information.

Management:  7/30/10  
Signature Date

Local 501:  7/30/10  
Signature Date