

NP-4 COMMISSIONER'S LABOR MANAGEMENT MEETING – MALONEY-CTSD

December 11, 2009

Present: Management: Comm. Brian K. Murphy; DC Mark Strange; DC Carol Salisbury; D/A Michael Lajoie; Dir. Dan Callahan; Dir. Cheryl Cepelak; Dir. Brian Garnett; Asst HR Dir Tracey Butler, HR Mgr. Mildred Hazley

Labor: Stephen Carbone, Staff Rep Local 391, Raymond Stoddard, Local 391, Dwayne Bickford, Local 387; Mike Ignacio, Local 387; Mosies Padilla, Local 387, Luke Leone, Local 1565; Al Chiucarello, Council 4; Jon Pepe, Local 391; Joe Vecchitto, Local 391; Tonia McCown, Local 1565; Brett Owen, Local 1565,

AGENDA	DISCUSSION	ACTION
<p>Management Agenda Items:</p> <p>1. Cell phones: The Commissioner will be putting out a memo regarding cell phones. He is seeking the union's help asking them to speak to their members.</p> <p>2. Staff wellness (DUI's): The Commissioner would like to work cooperatively with labor regarding staff wellness. The Agency has been seeing a lot of DUI's.</p> <p>3. FOI (Arrest Log): The Hearing Officer ruled against us. There will be a full panel hearing at FOI. The hearing is open to the public. Union: Asked if members can attend. Management: No one can speak except for the attorneys.</p> <p>4. Awards Ceremony: On 12/17/09 at 2:00pm the Commissioner will be handing out awards with the Wardens for Medal of Valor and Correction Officer of the year. It will be at Maloney CTSD and will last about an hour.</p>	<p>Informational</p> <p>Informational</p> <p>Informational</p> <p>Informational</p>	<p>Memo went out on 12/17/09 to all unit heads for distribution to their staff.</p> <p>More talks will take place around this issue.</p> <p>Dan will talk to the Union about releases for NP-4 Presidents & Vice Presidents.</p>

Labor Agenda Items

<p>1. Discussion regarding AA answers from the Director</p>	<p>Labor: The issue is that the AA Investigator can not come to a finding of inconclusive. The Union commented that it's a conflict of interest for AA to do their own investigation. They would also like to know why CHRO cannot provide the curriculum to CTSD to train staff and clarification on the contradiction in the directive on how to file a complaint.</p> <p>Management: It was explained to Dir. Callahan by the AA Director that the AA Unit receives standard training once a year by CHRO outlining the curriculum on credibility assessment.</p>	<p>Commissioner Murphy will follow up to fix the contradiction in the directive.</p>
<p>2. Discussion regarding weapon qualifications specific to How long a person is covered for not having to re-qualify? When does a person have to re-qualify?</p>	<p>Labor: Would like to know the period of time to re-qualify and believes there are people over two years. They asked that Parole staff be re-qualified.</p> <p>Management: You re-qualify once a year. Management will be looking at the curriculum.</p>	<p>Union will provide Dir. Cepelak with names of staff over two years.</p>
<p>3. Discussion regarding inventory of weapons/guns, ammunition and vests.</p>	<p>Labor: Union was told by Parole Officers that vests will expire before June.</p> <p>Management: We have enough ammunition and vests. Every year we get 50 vests per year. We apply for federal funding</p>	<p>Dep. Commissioner Salsbury will follow up.</p>
<p>4. Discussion regarding the hiring of staff when an employee has been granted a half a vacation day or a quarter of a vacation day.</p>	<p>Labor: Union states we are still hiring ¼ & ½ days because it's happening at one facility.</p> <p>Management: We do not go over the compliment. It is the facility's call to hire. If there is 24 hr notice we will allow ¼ & ½ day requests.</p>	<p>Dep. Commissioner Strange will follow up.</p>
<p>5. Discussion regarding testimony at Step 3 by a supervisor that contradicts their testimony at Step 2. JM tardy issue.</p>	<p>Labor: Union alleged a Counselor Supervisor gave an employee a written reprimand when he excused her for being tardy. He was also a new supervisor who conducted the Loudermill by himself.</p> <p>Management: Will follow up.</p>	<p>Follow up conducted by HR Mgr Hazley. This issue is in the third step of the grievance process to be heard 2/3/10. Dir. Callahan will work through OLR to resolve.</p>

<p>6. Discussion regarding the use of cap stun/mace at more facilities on more posts. Union believes that it enhances safety matters.</p>	<p>Labor: Union is requesting Correction Officers carry cap stun/mace. Management: Will look at specific posts</p>	<p>Dep. Commissioner Strange will have discussions with the District Administrators. Joe Vecchitto, Local 391 will work with Warden Murphy to draft something and forward to District Admin. Lajoie.</p>
<p>7. Discussion regarding Annual Appraisals specific to the category of dependability.</p>	<p>Labor: Looks as if there is a need for two categories if they have great officers who get the job done, and are on time. Looking for more consistency. Management: The categories will be discussed because we cannot unilaterally change the rating sheet without discussions with the union.</p>	<p>Referred to Issues L/M meeting to discuss evaluations.</p>
<p>8. Discussion regarding the extension of the working test period. Union contends that the statute needs to be adhered to.</p>	<p>Labor: The day before the working test period ended, a CO was dropped while being investigated out of Local 391. Management: We will continue with the consistency to drop.</p>	<p>Dir. Callahan will get back to Luke Leone regarding a drop out of Local 1565.</p>
<p>9. A discussion regarding the DOC use of unwritten police reports. Union believes that reports by police via the phone need to be memorialized by the police in writing to be used by DOC.</p>	<p>Labor: Member was stopped and not arrested and asked to do an incident report. Asking that complaint be in writing by police department whether arrested or not. Union requested a police report for a specific case when it was part of the investigation. Management: If information comes to our attention we have the responsibility to look into it. Actions taken are discussed. If a call comes into the Lieutenant's office, the Lieutenant completes an incident report.</p>	<p>This agenda item will be tabled until management completes their research into this matter.</p>
<p>10. Discussion regarding the checking of all bags at the facilities when staff and non-staff are entering a facility or institution.</p>	<p>Labor: Would like all staff checked. Ask supervisors not to put their hands into lunch bags and touch the lunches. They want bags checked and members should be asked to go through their own lunch bags. Management: At facilities that are not complying address through Wardens and District Administrators.</p>	<p>Informational</p>

<p>11. Discussion regarding closures/downsizing of facilities</p>	<p>Labor: Working with management while waiting for signed MOU. Ask that Agency resolve overflows. Will the Agency notify the receiving facility of the transfers? Management: The Commissioner communicated that he made the decision to close Webster. It was hard enough moving people because we didn't want to layoff; we will make every efficiency we can. "When I say no, I will say no if it is going to jeopardize safety and security. Closing of Webster was not easy and I applaud labor and management."</p>	<p>Dir. Callahan will follow up when everything is worked out where everyone is going.</p> <p>Members will get OJT. D/As will review with the Wardens.</p>
<p>12. Discussion regarding disparate treatment of NP-4 staff by DOC when we review similar situations with supervisors.</p>	<p>Labor: NP-4 staff gets more severe discipline for DUI. Management: Should someone be stopped for DUI the conduct is going to be extremely important. Case is being routed. – No further discussion.</p>	
<p>Other: Union Parole dress code</p> <p>Commissioner: Appreciate the union working with us in the last six months. There are some things being discussed and as soon as we know, the Commissioner will let the union know. We became a professional organization and your efforts to professionalize go a long way. Wish all a good holiday.</p>	<p>Tracey Butler will look at dress code issue with Parole.</p>	

NEXT MEETING FRIDAY, FEBRUARY 19, 2010, @ 9:30 AM @ MALONEY CTSD Room 355-MINUTES RECORD BY MD HAZLEY