

Amercian Federation Of Government Employees  
Local 171 El Reno, Ok. 73036

NEWSLETTER  
12-09-91

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\* THIS NEWSLETTER IS DEDICATED TO THE MEMORY OF \*  
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\* DONALD LEE PARKER \*  
\*  
\* AUGUST 14, 1952 - NOVEMBER 29, 1991 \*  
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FROM THE PRESIDENT :

We were all saddened to hear of the untimely death of one of our union members, Donald Lee Parker. We may never understand why things happen in life but your reaction to this tragic event has been overwhelming. Your acts of kindness, generosity, and support to this family in their time of need will never be forgotten. You have once again demonstrated your high moral character and integrity by showing that we are family and we take care of our own.

A special meeting was held Friday, December 6, 1991, to consider a union donation to the DONALD LEE PARKER MEMORIAL FUND. I am proud to report that a motion made by member Bill Elkins to donate \$5000 to the Parker fund was unanimously adopted. This donation was split into a \$3000 cash donation to cover immediate expenses and \$2000 worth of gift certificates from Sam's Wholesale Club for food and clothing needs.

This union donation was presented to Elizabeth Parker on Saturday by members Brenda Duran, Sam Henderson, Rick Miller - interim V.P., and myself. Elizabeth expressed her sincere heartfelt appreciation to each and every member of this local. She also provided us with one of Don's chits which has been placed on the chit board in the main hallway of the administration building.

The Parker children are still in need of clothing donations. Dr. David Wedeking, Psychology Services, is currently coordinating activities to fill this need. Contact Dave at extension 142 for details. The following is a list of names, ages, and sizes for the children.

Donna (age 19)	Size 7 or 9 petite
Cheryl (age 17)	Size 7 or 9 petite
Diana (age 15)	Size 7 petite
Daniel (age 12)	Size 10 slim pants - shirt 10
David (age 11)	Size 8 slim pants - shirt 8
Elizabeth (age 9)	Size 10 or 12 child's
Rachael (age 7)	Size 8 child's

I would like to express my sincere appreciation to Warden Beeler for the many acts of compassion and kindness that he has shown to the Parker family. I wholeheartedly agree with Dr. Jim Vineyard, who spoke at the funeral, when he stated that he has never seen an employer do



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Local 171 El Reno, Ok. 73036**

so much for an employees family in their time of need as Warden Beeler has done. Our hat is off to him for his efforts.

**CHAPLIN APPOINTED  
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I have appointed member SAM HENDERSON to the newly created position of Chaplin for Local 171. Sam has graciously accepted this appointment and will provide us with words of wisdom in the newsletters as well as other duties.

**CPL SOLIDARITY WEEK  
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December 8th thru the 14th has been declared as the Council of Prison Local's SOLIDARITY WEEK by Council President Mike Grotefend to show our united approach to resolving labor / management issues. Show your support during this week by wearing the red, white, and blue SOLIDARITY ribbon on your shirt and the bumpersticker on your car. These are being distributed by various stewards and officers. Management at the local and national level have approved of and endorse this show of SOLIDARITY. Remember, it is only through our collective efforts and SOLIDARITY that we can have a positive impact on our working conditions and benefits.

**SHOW YOUR SUPPORT!      SHOW YOUR COLORS!      IT COUNTS!**

**CHRISTMAS TURKEYS  
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The union has again voted to provide all members with a Christmas Turkey this year. This is done to show appreciation to the members for their hard work and support all year long. Arrangements have been made with Beachlers IGA in El Reno to provide the turkeys. Coupons will be distributed this week and the turkeys can be picked up beginning on Wednesday, December 11, 1991.      ENJOY IT!      YOU DESERVE IT!

**NEW UNION OFFICE  
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Management has provided the union with additional office space to carry out our responsibilities. We have moved the union office to a residence on the lower circle. It is located at 307 Reformatory Drive. This is the next to the last house on the right when traveling south from the credit union toward the lake on Reformatory Road. All members are encouraged to stop by for a look. Members wanting to donate any household items for this operation are encouraged to do so. We need dishes, glasses, silverware, cleaning supplies, curtains, and the like.

We must all remember that this a privilege we now enjoy and must be treated as such. We must be good neighbors to the other residents in the area. We must restrict vehicle traffic on the inside circle drive. Parking is limited so if the driveway is full we must not park



**Amercian Federation Of Government Employees  
Local 171 El Reno, Ok. 73036**

in the yard but in appropriate places. See the attached map. Please remember, if we abuse it, we will loose it. Your cooperation in this matter will be greatly appreciated.

**COMMUNITY SERVICE**

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We all recognise the importance of giving back to the community in which we work and live. This makes the quality of life we enjoy even better for all. The union recognizes our responsibility in this area as well. To give something back to our community the union has entered an agreement with the State Department of Transportation to participate in the Adopt A Highway Program. We have agreed to pick up trash along a two mile stretch of highway. This will be done four times each year. The union will in turn be recognized for our efforts by the D.O.T. by placement of a signs along our highway. This is an excellent vehicle for us to give back to our community in which we work and live. I would encourage each of you to pitch in a little time and effort to make this endeavor a success. Dates and locations will be announced. A special thank you goes to Jack Hogan for his efforts in setting up and coordinatind this with the D.O.T.

**IMPORTANT UPCOMING EVENTS**

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1-3-91

Nominations for the offices of Vice President, Secretary, and Treasurer will be held during the next regular meeting which will be held on January 3, 1992, at 4:30 P.M., at the cow palace. Nominations can be made in writing to the election committee if you are unable to attend this meeting. Contact them if you wish to do this.

1-24-92

Elections for the offices of Vice President, Secretary, and Treasurer will be held. Split shift polling will be done to provide everyone working the opportunity to vote before or after their work shift. The newly redecorated Day Room will be the polling site. If you cannot cast your vote at this time you may cast an absentee ballot. Contact the Election Committee to get your absentee ballot.

1-31-92

A special meeting will be held at 4:30 P.M. at the cow palace to hold a run off election if necessary for the offices of Vice President, Secretary, and Treasurer. Other important issues to be considered are the 1992 local budget and a proposal to raise our local union dues.

Nominations, elections, budget issues, and increasing union dues are extremely important issues for all of us. I strongly urge each of you to participate in these matters by voicing your opinions and voting your convictions at these meetings. Remember, your vote is the rudder that steers the course of our union ship. Exercise your rights and responsibilities.

Most of these issues require the membership to be notified by mail. Your notification will soon be in the mail.



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**Local 171 El Reno, Ok. 73036**

**NEW WARDEN TO ARRIVE SOON**  
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I am sure you are aware that our new Warden, Tom Kindt, will take over the reigns on January 12, 1992. He will be accompanied by a new AW, Captain, and Personnel Officer. I hold high expectations for the new changes this administration will bring with them to El Reno.

I had a private meeting last week with Warden Kindt to get acquainted. We had a very open and frank discussion of the issues currently facing our labor / management relationship. I believe that positive changes will be initiated which will make FCI El Reno a better place to work. We are both committed to the ideals of a strong family type relationship which dedicates our efforts to positive activities instead of combative reactions. We both recognize this can only occur in an atmosphere where staff members are treated fairly with respect for their rights and aspirations. I feel this is the right management team to accomplish these goals.. Only time and hard work will tell.

**BACKGROOUND INVESTIGATIONS**  
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We have finally received recommended procedures for processing and the representation of probationary employees where termination or other action is proposed for pre-employment reasons. If you are a probationary employee, your background investigation has not cleared and you are faced with additional questioning from OPM or personnel, you should immediately contact a union steward or officer so appropriate steps can be initiated to protect your rights in this area. This also applies even if you have passed the one year probationary period.

**EMPOWERMENT**  
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You may or may not like Jesse Jackson but I strongly agree with one of his issues. People can be empowered simply by being active and using their voting rights to accomplish their goals. Jesse spoke of this issue on the national level but it is also a powerful tool on the local union level. If you became active, voice your opinions, and vote your convictions you will also be empowered. Too many of us sit on the sidelines refusing to participate and only complain when things do not go right. My writing skills limit my ability to describe to you how important this is. It is extremely important to you to be active and to participate. If twenty of you convinced me how to vote on an issue which affects all of us but you do not show up to vote, you are playing a foolish game. My single vote does not carry the power of twenty one votes. We may lose not only the issue at hand but more importantly the empowerment that is ours for the taking. Remember the union is a democratic institution where the majority rules on all votes. Think about it ! Be active ! Voice your opinion ! Vote your conscience ! And be empowered ! Article two section one of our AFGE AFL-CIO constitution states: The object of this federation shall be to promote the personal welfare of government employees, promote efficiency, advance plans of improvement and promote the full participation of women and minorities in AFGE activities at all levels throughout the Federation.



Amercian Federation Of Government Employees  
Local 171 El Reno, Ok. 73036

I am absolutely dedicated to this principle because it is right. So when I speak of the empowerment of white male union members. I am also speaking of the women members, african american members, native american members, hispanic members and all other members regardless of race, creed or nationality. We simply do not have the broad based participation from women and minorities that we must have to be truly empowered. If this is the unions fault, I publically apologize. I also publically challenge you to join me and together we can be empowered for the common good of all union members. It has been said that it is better to live a short life of principle than a long life of compromise. I agree.

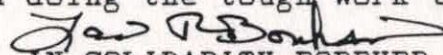
THOUGHT FOR THE DAY  
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The most important part of Christmas is the first six letters.

SAM HENDERSON,  
CHAPLIN

THANK YOU  
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I would like to take this opportunity to thank each and every one of you who have supported my efforts as your President. I can accomplish little without your efforts and support. A special thank you goes to Rick Miller, Sam Craven, and Bill Wood for their hard work while filling interim vacancies in the offices of V.P., Sec. and Treasurer. Not only have they held things together but they have made many things better than they were before. Thanks for making sacrifices and doing the tough work that has to be done.

  
IN SOLIDARITY FOREVER,

FROM THE VICE-PRESIDENT:

Lari Bonham, President Local 171

CURRENTLY RESOLVED AND PENDING CASES  
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We have resolved four cases to the union and employee's satisfaction, informally with administration. We currently have seven cases pending. Two cases have been scheduled and awaiting arbitration, which have been set for Feb-21-91 and Feb-28-91, we also still have hopes of resolving these cases before having to go to arbitration. One case, the person is on home duty status and the issue of filing a grievance is not in order at this time. Four grievances will be filed with in the next couple of weeks. Both, union and management wishes we could resolve these and future cases as they may arise informally. But, unfortunately, both the union and management know we must have third party intervention to resolve some of the cases if we can not agree and informally resolve them.

A thought for probationary employees. Most likely you have been told by a number of employees, including supervisory type employees that the union can not do anything for you your first year. This is very untrue. I do not beleive it proper to list names in this letter, so thereforth, I will give



Amercian Federation Of Government Employees  
Local 171 El Reno, Ok. 73036

you the numbers. Three probationary employees were terminated during the year of 1990. With the unions knowledge and ability to use the systems we were able to have two of the probationary employees reinstated with full back pay, one with promotion and transfer and one with back pay. One probationary's termination turned into resignation through the assistance of the Merit System Protection Board (MSPB). I ask you the probationary employee, does this sound like we can not do anything for you?

THANKING YOU THE UNION MEMBER FOR YOUR SUPPORT,  
AND TOUGHING ON THE IMPORTANCE OF BEING A UNION MEMBER.  
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First of all, I want to apologize for waiting so long to put this letter out. As many of you will understand, because as many of you know, I have been pretty busy taking care of union business since I have been back!

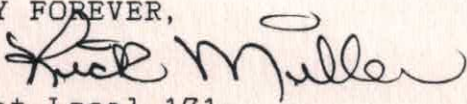
I want to take a few minutes to explain to you, just how important it is to be a union member and just as equally important it is to have the union officers, stewards and members unified and pull the comaradery of the brothers and sisters of the union together to stand behind you, when you need them the most. That is the very support I needed for the past eight and one half months I was on home duty, facing termination. As many of you know, administration was set on proving me guilty of falsifying a travel voucher in the tune of \$31.00. I was not guilty of this but against the very basic principals of law, assumed innocent until proven guilty, did not apply in my case. Administration from the beginning assumed me guilty until I proved myself innocent. Even after I proved myself innocent they drug it out for months, costing the goverment many thousands of dollar.

But, the main purpose of this letter is to sincerly thank each and everyone of you that pulled together as union and brothers and sisters and stood behind me, that what it is all about. So thanks to each and everyone of you from the bottom of my heart for standing behind me in my time of need, and always remember, the key word is UNITY, alway keep the unity among our union brothers and sisters solid and there will be solidarity forever, which will ensure our success as a strong working union, which will protect and represent our people to the fullest.

P.S.

A SPECIAL THANKS TO THE SUPERVISORS OF F.C.I. ERE THAT HAVE PERSONALLY WELCOMED ME BACK. A SINCERE THANKS.

IN SOLIDARITY FOREVER,

Rick Miller,   
Vice-President Local 171