

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

NEWSLETTER - JANUARY 26, 1992

FROM THE PRESIDENT :  
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The last few weeks have proven to be a very busy time for all of us. We made it through the holiday season and charged into a new and challenging year. The normal flurry of activity for this time of year has been amplified by the changes in the administration as well as in your local union. Progress has been made in spite of busy times and changes. The determination and dedication of all those involved on both sides have resulted in some very positive rewards. I attribute this success to our firm commitment to proactive problem resolution while providing strong and effective representation coupled with a management team who is willing to solve problems.

OUT WITH THE OLD  
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We bid farewell to Warden Art Beeler, AW John Flynn, Captain Micheal Jackson, and Van Pacey, Personnel Officer. We wish them good luck in their new endeavors. Warden Beeler worked with us in his final days to resolve several pending disciplinary/adverse action cases which practically cleared the slate for the new administration. I sincerely appreciate his willingness to participate in last minute negotiations and make the tough decisions necessary to bring these cases to a satisfactory conclusion.

IN WITH THE NEW  
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We welcome Warden Tom Kindt, AW Jan Schmidt, Captain R.L. Sheffer, and John Fox, Personnel Officer, to FCI El Reno. We anticipate an excellent working relationship with these administrators. Warden Kindt has already moved to bring two of our members back to work. One had been terminated and the other was on home duty. We applaud his actions and look forward to a constructive and mutually beneficial relationship with him.

ON THE UNION SIDE  
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Nominations to fill the unexpired terms of Vice President, Secretary, and Treasurer were held at the regular union meeting January 3, 1992. Rick Miller was nominated as Vice President, Bill Wood was nominated as Secretary, and Sam Craven was nominated as Treasurer. No other nominations were received from the floor or by absentee nomination so these members are elected to office by acclamation. My heartfelt congratulations go to each of these fine men. Swearing in ceremonies will occur at the next special meeting called for Friday, January 31, 1992, 4:30 PM, at the Cow Palace.



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This special meeting will be a very important meeting for all to attend. The budget for the remainder of 1992 will be adopted and increasing our local dues will be considered.

I believe the outcome of these issues will set the tone for the future of this Local. I firmly believe this Local should provide a professional service to our members. The members should be able to see the results of the Locals efforts and the benefits of the funds spent to support those efforts. The time for decision is at hand. Do we want to continue with the status quo or do we want to provide a responsible and professional service to the membership which will require adequate funding?

Our Local dues have have only gone up .50 cents in the seven years that I have been here. Our Local dues are now \$7.75. This minor increase has not allowed the Local to provide a professional level of service in my opinion.

Many Locals in the CPL have dues in the \$10 to \$12 range. Many of the newly established Locals have dues around \$15. AFGE on the national level recently increased our per capita tax by \$3 over a three year period. Half of this increase has already been absorbed by the Local. Where do you think we should be? What level of service should the Local provide its members? Please attend the special meeting. Help make these tough decisions and help guide your Local into the future.

**CURRENT ISSUES**

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The Local is working with management on several important issues they have proposed. We will need your thoughts and input to be able to adequately represent your wishes and concerns. Please communicate with your officers and stewards on these issues as you hear about them.

Management has announced its intention to take down Towers 2,3,5, & 6. They will be replaced with roving patrols. This will require additional training for these posts. This will no doubt have an impact on your working conditions. How do you feel about this change? What are your concerns?

The possibility of implementing a compressed work week schedule for the ISM Department is currently being studied. This will likely consist of a four 10 hour day schedule or the 4/5/9 plan which is four 9 hour days one week followed by a five 9 hour days the following week. This will likely affect the hours of work and days off. There may also be less overtime available as well. The details are unknown to date since this is in the very early planning stages. If a trial period proves sucessful in ISM the plan may be tried in other areas like the hospital.

The Council of Prison Locals will address the apparent disparity in pay for our Material Handler Foremen in the warehouse at the next national LMR meeting. Apparently, many of these positions are WS5



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at other institutions while they are rated at WS3 here at El Reno.

Management has implemented a computer program to aid in the fair and equitable distribution of overtime for custody. This action was prompted by the reoccurring complaints that favoritism was used to assign overtime. We feel this will be a major improvement and we will monitor its effectiveness.

**LEGISLATIVE COORDINATOR**  
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I have attached an AFGE LEGISLATIVE DATELINE publication to let you know what is happening on the national level. If you have an interest in national legislative issues and would like to serve as our Local Legislative Coordinator please contact me. This is an important and exciting area which we need to be more active in.

**FCI EL RENO IS GOING TO THE DOGS**  
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Warden Kindt has announced plans to establish a dog program here at El Reno. Bloodhound dogs will be trained and maintained in order to assist in tracking escaping inmates and to assist other law enforcement agencies in activities like searching for lost children. Two positions as Dog Handlers may be in the future as well. This may be a good opportunity for you dog lovers. Details are to be announced as the plans mature.

**AFGE PARKING SPACE**  
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Management has offered the Local a reserved parking space near Tower #1 for our exclusive use. This will be a part of the renovation of the parking lots. We plan to use this space to reward members who actively support the Local and to members at large through drawings. You may soon be the lucky holder of a reserved parking space for a month just for being a member.

**LOCAL ORGANIZER APPOINTED**  
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Dwayne Matthews has been appointed as our Local Organizer. He will be working with others to actively recruit new members. Plans have been made to establish a \$25 per head bounty for signing up new members. The bounty would be a good way to earn extra money or would be a good incentive to join if the bounty is returned to the new member.

Our membership has been growing lately. We had 322 members last November which has increased to 361 members at last count. This is about 90% organized. CONGRATULATIONS! This makes the Local a more effective bargaining power for you when we are well represented with these kinds of numbers. Imagine what 100% can do you.



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**STEWARD TRAINING**  
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We are in the final stages of setting up an 8 hour training session for our Stewards. We will probably hold one session before annual training begins and another session after the end of annual training. The first is scheduled for February 6, 1992. More details will be announced when they are available.

We currently have 14 of the 16 Stewards which we are allowed. If you would like to serve your Local and have a positive impact on your working conditions then one of these positions can be yours. Just contact me or Jack Hogan, Chief Steward.

**TELEPHONE & ANSWERING MACHINE**  
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The Local now has a telephone and answering machine at our office at 307 N. Reformatory Road. The number is (405)422-2820. If we are not there, just leave a message and we will return your call. I hope this will enhance our communications with you and allow us to serve your needs better.

**EMPLOYEES CLUB**  
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Over the years our Employees Club has sponsored many entertaining events which has provided us the opportunity to rest and relax and just plain old have fun together. This is an important function for all of us especially when considering how busy we have become and the stress of our daily jobs. Unfortunately, too many of us have become to busy to join the club and participate in the activities. I encourage each of you to join the Employees Club today and support our sister organization. Besides, we might just have some fun along the way.

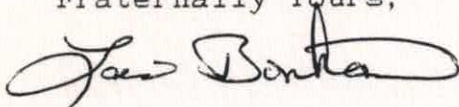
**A WORD TO THE WISE**  
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Management has asked us to pass along some thoughts to you regarding background issues. They recognize that we all have some embarrassing skeletons in our closets. How we deal with them says something about our integrity and character. If you failed to disclose some of your skeletons during the background investigation process, management urges you to do so now. There are many reasons why these omissions occur and many are justified. Sometimes people simply forget or don't understand the questions or don't see the relevance of the question. If these skeletons are disclosed by the employee before they are discovered by the OPM investigator, they are easier to deal with. If OPM discovers them and they have not been disclosed by the employee then OPM concludes that the omissions were intentional and have a negative reflection on our integrity and character. I disagree with OPM's conclusions but I do agree that they are easier to deal with if disclosed early in the process.

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If you have concerns in this area, I strongly urge you to consult with the union to effectively deal with them before they become integrity issues. We can consult with AFGE experts in this area to be sure we handle each case properly. We can also appeal OPM's suitability determination if it becomes necessary. Let us help you with a problem before it becomes a termination proposal. It will be easier for both of us. Thank you.

Fraternally Yours,



Lari Bonham, President

THOUGHT FOR THE DAY  
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In every desert of calamity, God has an oasis of comfort. "You visit the earth and water it: You greatly enrich it; the river of God is full of water." Psalm 65:9

Sam Henderson, Local Chaplin

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DON'T FORGET THE SPECIAL MEETING ON JANUARY 31, 1991, 4:30 PM  
AT THE COW PALACE TO CONSIDER THE 1992 BUDGET AND INCREASING  
OUR LOCAL UNION DUES!!! IT'S IMPORTANT!!! BE THERE!!!

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