

## **SMOKE SIGNALS**

MARCH 7, 1993

### **PICKET POSTPONED**

The Informational Picket scheduled to continue through Monday has been temporarily postponed. The tremendous response and participation by our members in the picket on Friday alone, achieved the Local's goal of providing information to the public, in a far quicker fashion than was anticipated. This constructive effort has been a huge success.

We have now decided to postpone additional picketing to allow time for all parties to step back and reconsider our positions. We all need to evaluate our plans and determine where and how to proceed to best utilize our efforts toward our goal of establishing a constructive relationship with effective communications with management which will lead to resolution of problems instead of fostering ill will.

Local 171 remains committed to working hand in hand with management in an effort to effectively deal with all of the difficulties we currently struggle with and those which are on the horizon. This is our commitment to management and to ourselves. Only by working together will we all succeed. We are all on the same team in the final analysis.

We are hopeful this temporary suspension of picketing activities will give management and the union an opportunity to find new avenues to explore together which will solve our problems and allow for a stronger relationship in the future. This opportunity is offered from a position of strength by the union which would prefer to work together and avoid confrontation.

Our sincere appreciation goes out to those dedicated correctional workers and union members who participated and supported this effort. Your strength and commitment to the mission of the Bureau of Prisons and to the democratic principles upon which our union was founded has proven once again that you are truly an asset to our community and society. You serve the public interest well. Our hat goes off to you.

Now is the time that we all pull together and work toward our collective goal of fulfilling the mission of the Bureau of Prisons in a safe and equitable manner, working hand in hand with management, for the betterment of all. This is a huge challenge but let us all resolve not to miss this opportunity to rise above the emotions and achieve success in our endeavors.

**"GAIN STRENGTH THROUGH UNITY"**

## NEGOTIATIONS CONTINUE

Negotiations will continue into the sixth full day next Tuesday as management and the union struggle to find answers which will be mutually acceptable on how the departmental relief plan should work. Sam Craven is the chief spokesperson for the union and is assisted by Rick Miller, Bill Wood, Jack Hogan, and myself.

This is a difficult subject to deal with since it covers permissive areas of management's right to assign and the unions's right to negotiate the impact, effect, and implementation of management's exercise of their right.

Sam Craven has done an outstanding job in presenting the union's arguments for the fair and equitable distribution of the relief burden while ensuring qualified and trained staff are used. The importance of this issue cannot be emphasized enough since the plan may well be the blueprint used in the future as further downsizing and staffing cuts are proposed.

## LOCAL AIDS ACCIDENT VICTIM

Members of Local 171 once again proved that we take care of our own in times of need. Numerous members and officials of our local immediately rushed to meet the needs of member Ralph Phillips and his family after his injury in an automobile accident Saturday morning.

Members provided the Phillips family with comfort until their family members arrived from the Tulsa area. They also provided the family with transportation to the hospitals and took any needed action to ensure their family needs are met during Ralph's hospitalization.

Two of your elected officers purchased needed parts and installed them on the family car so transportation would be available until the insurance coverage provides a replacement vehicle. Efforts continue today to get the charging system operating correctly on the car including a new battery if needed.

Ralph successfully underwent surgery for the head injuries late Saturday and is expected to make a complete recovery. He should be released from the hospital in about 14 days. We will request the establishment of a leave transfer program if he needs additional sick leave before his return to work. We all wish Ralph a speedy recovery. Our prayers are with him.

  
**REGULAR MEETING**  
**FRIDAY, MARCH 12, 1993**  
**4:30 PM AT THE BEARS DEN**

"GAIN STRENGTH THROUGH UNITY"