

"SMOKE SIGNALS"

OCTOBER 3, 1993

CHANGE IS BLOWING IN THE WIND

The warm southerly winds of summer are beginning to yield to the crisp winds of the north which will usher in a change in the season. The deep greens of summer will transform to the brilliant reds, yellows, oranges, and browns of autumn. The hot muggy air conditioned days will give way to the cool sunny days outdoors with a sweater and wonderful sleeping weather with the windows open and the covers drawn up tight around the neck.

Autumn is a time for change and reflection. A time to remember the bounty of summer. A time to grasp and enjoy the dwindling warm days before the dead of winter sets in. A time to think of the hope and promise that spring will bring.

Change is also blowing in the wind for federal employees. The transition will be no less dramatic than the changing colors of the autumn landscape. For some employees and for many old ideas, survival of the winter looks dim. But the changes will bring about, the new hope and promise of spring, a government that is less costly, more efficient, and easier to work for.

The change is contained in the plans to "reinvent" the government which was recently announced by the Clinton administration. This new approach will change almost every part of our jobs. Many of the rules which dictate how we function will change. The basic relationship between the government and employee will no longer be the same. Guidelines for agencies will be simplified and decision making responsibility will be forced to the lower ranks outside of Washington.

The change that I welcome most is the proposed dramatic change in the relationship between the agency and the union which represents it's members. By virtue of law, the present system is adversarial in nature and leads only to confrontation and combat. Management has all the "rights" and the union can only complain later. This system of checks and balances works, but not very well. There has to be a better way and I hope they have found it.

Unions and management are to become more like partners in the work place, sharing responsibility for the operation and decision making. In short, employees will have a say in how and when the work gets done, by who, and what they will be paid. This will give front line employees the opportunity to use their own creativity and ideas to find and implement better ways to accomplish the job. Responsibility for our decisions will also come with this new opportunity. We will be held more accountable as well. It will be easier for management to get rid of the few non-performers, but this standard will also apply to poor managers.

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LOCAL 171 BOX 1000 EL RENO, OK 73036

We will all want to monitor these proposed changes as they are discussed in congress. While many of the proposals sound good on the surface, forces will be at work to diminish the rights of federal employees and the unions who represent them. We will have to be prepared to let our voices be heard by our representatives on a moments notice to combat the ideas which will only hurt front line employees and concentrate abusive powers in management. We must prepare to survive the winter so we can realize the hope and promise that spring will bring.

Here are a few of the major proposals which will be considered.

- * Reduce the work force by 12 percent over 5 years. This is about 252,000 positions. 76,000 of these will come from the ranks of management, mostly mid-level managers like assistant department heads, review/audit teams, budgeting, procurement, finance, and personnel.
- * Abolish the 10,000 page Federal Personnel Manual and related agency rules which will be replaced by generalized rules which allow greater flexibility for management. The entire personnel system including recruitment, hiring, classification, promotion, pay and reward systems will dramatically change. The time required to fire an employee would be cut from 30 days notice to 15.
- * Institute a two year budgeting cycle and reform procurement procedures.
- * More contracting out for services would occur which would cost even more jobs.
- * Double the current ratio of employees to supervisors from the current 1 to 7 to about 1 to 15.
- * Agencies will delegate and give more power to employees to make their own decisions on the job. Change the attitude within management from control to collaboration. Those who face decisions will be allowed to make decisions.
- * Changes in work life issues will be ordered. Compressed and flexible work schedules, part time and job sharing, flexiplace and telecommuting policies will become more widespread. Rules governing sick leave will be changed to allow for care of family members. Glass ceilings which restrict minorities and women from moving into higher ranks will be removed.
- * It would become a felony for employees to lie on applications for workman's compensation. (I thought it already was.)
- * Time and attendance reports would be abolished. Only changes from the normal schedule would be reported.
- * The functions of many agencies would be changed or realigned.

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LEGISLATIVE ACTION A MUST

It has always been important for unions to make their voices heard on capitol hill. This is not only true for the national level, but for the local level as well. No group knows better about the problems faced by front line employees than you do. We must do a better job of making your voice heard. With this goal in mind, your local s e n t t w o representatives to the AFGE Legislative Conference in Washington, DC to



voice your concerns. President Lari Bonham and Treasurer Sam Craven are shown here meeting with Representative Mike Synar who is on the House Intellectual Property and Judicial Administration Subcommittee which also has oversight responsibility for the BOP.

They also met with staffers from Senators Boren and Nickles office and Representative Glenn English. The last meeting of the day was with John Vanyur, Acting Assistant Director of the Human Resources Management Division. This meeting led to the LMR discussions at El Reno in which CPL President Mike Grotefend, LMR Chief Anne Beasley, and independent consultant, Bill Wiley participated.

This group met with local union and management representatives to find ways to improve our relationship. This meeting resulted in agreement for Lari Bonham and John Fox to enter package settlement discussions which lasted about two weeks. This effort was designed to settle all pending cases as a package. The effort did not result in a package that both sides could agree to, but the discussions did lead to a better understanding of each others positions. This new understanding has allowed each side to become more flexible which has led to resolution of several cases.

Our legislative action and contact with our national counterparts has played an important role in our local labor/management relationship. All of our problems have not been solved, but the groundwork has been laid to allow both parties to work our way back to a more productive and harmonious relationship. This is a desirable goal that we are committed to achieve. We must work our way past the remaining obstacles to obtain lasting success.

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CPL CONVENTION IS A HUGE SUCCESS

Local delegates and guests attended the annual Council of Prison Locals convention held in Las Vegas early in September. The highlight of the convention was the election of national officers.

We are delighted to report that DON TUCKER was elected as CPL President. You will remember that Don is one of our former Local Presidents. Our Local played an important role in Don's election. We encouraged Don to enter the race, campaigned for him with letters to all locals which was paid for with private funds, and spoke with many of the undecided delegates about Don's performance while he was at El Reno.

We would like to take credit for getting Don elected, but there is no question he did it on his own. He delivered two of the most powerful speeches I have ever heard at the convention. He connected in a personal way with the delegates by understanding their struggles and fears on the job and by giving them the strength and leadership to attack these difficulties head on. Don will be a true leader for us in the troubled water which are ahead. We look forward to working closely with Don toward our common goals for the good of all CPL members.

ABOUT UNION MEMBERSHIP

It is more important now, than ever before to be a member of your union. With the government and your job being reinvented, and with your union having a voice in how these changes will be implemented, and with your union to become a partner with management in the operation of this facility, how can you afford not to be a fully participating member of your union as we meet the challenges ahead and shape our futures?

If you are not a member, I encourage you to join today and participate. If you are a member and know someone you work with is not, I encourage you to speak to them and explain the advantages and importance of membership.

It is ironic that the areas that may be hardest hit with job cuts are those who have historically been least active in local union activities. The business office, procurement, and personnel are on the front line when the job cuts come from throwing out all the arcane regulations. Unicom may be on shaky ground. Unicom may not exist if it is no longer a mandatory source for purchases. You will need to have a voice as these changes come.

There are 398 employees here who are eligible to be members of our union. We currently have 323 members or 81% of those eligible are members. There are 75 employees who choose not to join.

I encourage each non-member to join today and let your voice be heard. You should become an active participant at the local level and help shape our response to the proposed changes ahead.

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!!! CLEARLY DEMAND A UNION REPRESENTATIVE !!!

We have always tried to inform our members about the importance of asking for a union representative **every time** you are confronted with a situation which you feel may lead to disciplinary or adverse action against you. It is extremely important for you to clearly **ask for or demand** a union representative **before** answering questions or proceeding with the situation you are in. You have the right to do this! You put your career and future at risk when you fail to do so.

One of our members made this critical error last week and he is now unemployed. This member was very distressed and upset when forced to choose between two unpleasant choices before him. He made a decision on his own without representation and now regrets this action. He did not understand the process or the options available to him. A union representative could have explained these to him and the outcome would have been completely different.

This case does contain allegations of denial of representation, coercion, duress, and pressure which will be pursued but could have been avoided by following these simple steps.

1. Make it absolutely clear that you are demanding a union representative.
2. Remain silent until the union representative arrives.

It is that simple. Remember, the job you save may be your own. Exercise your right to representation. You are paying for it.

WS EMPLOYEE RECLASSIFICATION

OPM recently ordered the reclassification of all "WS" employees in the BOP. Position descriptions were revised to reflect changes in the job standards which removed references to the number of inmates supervised. The new position descriptions were then reclassified.

This action resulted in 15 upgrades and 7 downgrades in the Unicor and CMS operations with all other positions remaining the same. Those who received downgrades are protected with retained grade and pay for two years followed by safe pay where they will receive only half of future cost of living increases until they are at the proper pay in the new grade. This will soften the negative financial impact of the downgrades.

We were obviously pleased with the upgrades and have several concerns with the downgrades. We are currently contemplating filing appeals on several of the classifications or grieving the content of the new position descriptions. We appreciate the cooperation we are receiving from management officials as we sort through this complicated issue.

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NFC CONVERSION LEADS TO PAY PROBLEM

The conversion from the DOJ payroll to the National Finance System earlier this year has been no small feat to accomplish for the BOP. The systems and programs are different which made the conversion difficult. Unfortunately, the conversion has not been without problems.

We have been notified by management that they have discovered a problem with the T&A reporting system which has led to the overpayment of some employees. The problem is concentrated in the Custodial and Unit Management departments and involves employees who have worked overtime since the conversion.

Needless to say, when the government overpays you, they want the money back. Management is looking at ways to accomplish this with the least amount of pain possible. Consideration is being given to extending repayment over four pay periods with the option to request a more appropriate repayment plan in hardship cases. They want to resolve this issue prior to the end of the tax year so it will not impact the accurate filing of your income tax returns.

Management plans to explain this problem in detail in their next issue of "The Hub" which is due out later this week. We urge you to read about this issue and present your questions to Personnel for clarification. Warden Kindt and John Fox have assured the union they will make every effort to work with the affected employees to reduce the impact of this unfortunate mistake.

Union representatives are available to assist you if you are unable to obtain a satisfactory repayment plan.

CASELOAD UPDATE

*The 10 day suspension of a member has been settled through a settlement agreement which rescinded the action and backpay will be paid. *An arbitrator ruled against the union on the timeliness of a grievance which prevented the union from proceeding to arbitration regarding the disparate reassignment of an employee.

*Another arbitrator ruled that management is within their rights and is not violating law, rule, or regulation when forcing employees to pay debts the employee claims is not just. This decision is now on appeal. *Two pending arbitration cases related to performance evaluations have been informally resolved. Management is on notice that a class action grievance on this subject will be filed in the future if similar problems arise.

*Negotiations are under way on the possible settlement of arbitration on the assignment of overtime for custody. Review of the sign up procedures in the Local Agreement are underway.

*Arbitration is pending on a 14 day suspension, a 30 day suspension, and the departmental relief plan as it relates to the safety and security of staff members. *The arbitration decision on the removal of V. P. Rick Miller is expected any day now.

BANOV UPDATE

This case deals with the payment for work performed prior to the start of your shift and after your shift ends. You will recall a recent decision in the case established the grievance was timely filed which put the case back in the judicial arena.

The BOP also visited the institutions who are a party to the case to conduct time studies, which are to be introduced in court later this month. The local union collected memorandum from the staff who were on this list to be timed, in order to challenge the validity of the time studies which Banov disputes as being slanted and inaccurate.

The BOP has had some preliminary discussions with Banov about possible settlement. It is estimated the settlement would be worth about \$30 million. We will watch this case closely and report any new developments as they occur. We are hopeful the case will finally be forced to a decision that is favorable to our members. Our case looks good but the money is not in the bank, so I wouldn't spend it quite yet.

REGULAR MEETING SET FOR NOVEMBER

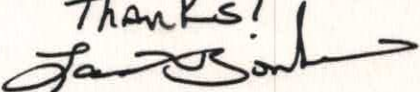
Our next regular meeting is scheduled for November 5th at 4:30 pm at the union office on the lower circle. Please plan to attend this meeting and let your voice be heard. We also plan to give away several CPL jackets and golf shirts that the Local has won in various contests in addition to the normal door prizes. You have to be present to win, so be there! Local officials are also passing out the officially recognized CPL logo pin and pocket protectors. Ask for yours if you did not get one. Better hurry since supplies are limited.

!!! THANKS !!!

It is never said enough and it is difficult for words to express the appreciation we feel for the hard work that your union officials do everyday for your benefit. They catch it from all sides as they struggle to do the right thing in our complex work environment. They do this hard work on family time as well as official time. So next time you see your buddy who makes this sacrifice for you, take a minute to say thanks, they deserve it.

Special thanks goes to **RICK MILLER** for sacrificing his job for you, to **SAM CRAVEN** for his hard work on the national elections and keeping the books straight, to **BILL WOOD** for his success in keeping our minutes in order and spending time on home duty, to **BRENDA DURAN** for her tireless work on our many activities and taking care of the flowers and cards we send, to **RICK FENTER** for his hard work monitoring the departmental relief plan, to **JACK HOGAN** for helping us all keep things in perspective, to **BOB BRANTLEY** for his excellent advise, & to **SHELLI WILLIFORD** for signing up new members.

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Thanks!


REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

Privacy Act Statement

Section 5525 of title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.

This record may be disclosed outside your agency to: 1) the Department of the Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation; 5) an organization which is a designated

collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.

Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.

1. Name of Employee (Print or Type—Last, First, Middle)	2. Employee Identification Number (SSN or Other)	3. Timekeeper Number
4. Home Address (Street Number, City, State and ZIP Code)	5. Name of Agency (Include Bureau, Division, Branch or Other Designation)	
	BUREAU OF PRISONS FEDERAL CORRECTIONAL INSTITUTION HWY. 66 WEST, PO BOX 1000 EL RENO, OKLAHOMA 73036	

Section A—For Use By Labor Organization

Name of Labor Organization (Indicate Local, Branch, Lodge or Other Appropriate Identification)

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ 12.00 per

(biweekly pay period) ~~(calendar month)~~. (Strike out whichever period is not appropriate, based on arrangement with the employee's agency.)

Signature and Title of Authorized Official

Date (Month, Day, Year)

Section B—Authorization By Employee

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the (Name of Labor Organization):

AFGE LOCAL 171

and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll

office of my employing agency. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Labor Organization Dues, is available from my employing agency, and that I may cancel this authorization by filing Standard Form 1188 or other written cancellation request with the payroll office of my employing agency. Such cancellation will not be effective, however, until the first full pay period which begins on or after the next established cancellation date of the calendar year after the cancellation is received in the payroll office.

Contributions or gifts (including dues) to the labor organization shown at left are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

Signature of Employee

Date (Month, Day, Year)

FOR COMPLETION BY AGENCY ONLY—The above named employee and labor organization meet the requirements for dues withholding. (Mark the appropriate box. If "YES", send this form to payroll. If "NO", return this form to the labor organization.)

YES

NO