

A.F.G.E. ALERT

December 2003 Issue

For Bargaining Unit Staff of Local 171

Happy Holidays

From all of the E-board, we wish a happy holiday to you and your families. We hope that you and your families are safe.

Pay Increases

By Bill Wood

For the second year in a row, Congress's failure to pass all of the government's annual spending bills on time will delay a planned pay raise for federal employees by at least several weeks. The political impasse over the massive spending bill entangles seven different 2004 appropriations' bills. This simply means that Congress will not give final approval to a 4.1 percent pay raise until January 20, 2004 at the earliest.

What now happens is that President Bush's 2 percent pay raise will take effect on January 1 and continue until Congress passes the higher increase. If you will remember it was February this year before Government workers got their raise from Congress.

Both the House and the Senate have approved a 4.1 percent raise so there remains little doubt that the raise will happen. Much of the entanglement has to do with the bills putting 400,000 federal employees at the risk of losing their jobs to contractors.

The raise that you actually will get in January will be 1.5 percent of your base salary with the .5 percent split up as locality pay. In any event the raise will start with the first full pay period in January. Until that time we continue to operate under the 2003 levels.

The catchall budget bill contains several long-running provisions affecting federal personnel programs. The measure would continue requirements that: the Federal Employees Health Benefits program generally cover prescription contraceptives but generally not cover abortions; bar "lifestyle" and other training not directly related to official duties; and prohibit agencies from disclosing names and home addresses of employees to labor organizations or other groups without the employee's permission or court order. It also contains a new provision that would link raises for blue-collar employees to GS raises by locality, rather than by the average GS raise.

2003 in Review

by Bill Wood

This year has been a year that I will long remember. We have made tremendous gains and had tremendous losses for this year. I suspect that it will be several years before we can add the pros and the cons to determine if we won or lost. I will try to list some of the pros and the cons and maybe you can make your own

6. **Arlo:** We are happy to report that Arlo is making great

determinations.

1. **Meetings with Warden Peterson.** We begin to talk about some issues. Since both parties are so hard headed, this was no small feat. We brought issues to the table and Mr. Peterson told me what he was going to do and I told him what the Union was going to do. I cannot think of one issue that we settled in these meetings. I do feel however that we had to have some type of dialogue and that had to begin somewhere. All though we settled nothing we made the other party realize our position and maybe we softened the blow.

2. **Meeting with Warden Callahan.** We have talked to Warden Callahan several times, and he is very easy to talk to. He seems to be trying to do the right things but the honeymoon may not quite be over. I will say that Warden Callahan gives us the courtesy of hearing what we say and that is very appreciated. I would hope that the backlog of grievances could be settled at the FTC but as of this writing not much progress is being made in these matters.

3. **Computer Gate.** When a supervisor can bend the rules and keep personal information on staff and then not safeguard that information we thought it was wrong. All electronic data created on BOP equipment actually belongs to the BOP. To give that data to others without written permission from the BOP is a violation of policy. There were many of you that had your personal phone numbers, and SSN numbers on Mr. Phillip's computer. There were many of you that had counseling sessions and personal conversations recorded on Mr. Phillips computer. Some of you, who went to Mr. Phillips in confidence and told him about problems in your personal life had those confidences violated as he passed the information on in written form. You would think the Bureau would care but evidently your privacy is not an issue.

4. **UNICOR.** Since June of 2002 we have been trying to inform and motivate all our staff to save UNICOR. This year after screaming that the sky was falling we saw some of the sky actually hit the ground. The nasty word "RIF" arose in the Bureau of Prisons. We didn't idly set by and watch the loss of UNICOR but I sometimes wonder if we did all that we could do.

UNICOR may be a thing of the past and unfortunately that will affect every one of us.

5. **Arbitrations:** We fought more arbitrations than ever in our history in a single year. We saved several jobs in some cases we even spoke out to take a job. We had an arbitration this year that will cost more than \$20,000 when everything is totaled up. Yet this one arbitration may end up saving the entire Government Union's millions of dollars. We have another arbitration that cost \$10,000 and now while the employee awaits the decision they may quite possibly resign from the Bureau.

progress. He is learning a trade dealing with computers and in

the end his interaction with people at Red Lands Community College is making him a better person. Your support through the Union saved Arlo's life.

7. **Legislative:** We have done more this year than in the past five years. We have attended Town House meetings and attended dinners with Congressmen and Senators. They know our names and our issues. We changed Congressman Lucas' mind and he voted our way. We are gearing up for more legislative fights. We also lost a lot this year. We lost our 40 hour work week. We lost overtime pay. We lost a good chunk of UNICOR. We have some other apparent losses on the horizon.

8. **GS-8.** History was made when Warden Peterson had the first GS-8 board in five years. He went from only having two GS-8's to making Seven of them. To some this may seem to have been out of the goodness of the Warden's heart. There are some of us that know what went on to make this happen and believe me when I say that the efforts made by some were almost unprecedented.

9. **Unsafe Water:** A coverup exposed or just a series of communication gaps. I guess we will never know. How many dead birds in a water tower does it take to make the water unsafe? We did get filtrations systems throughout the Prison and in the personal housing.

10. **Correctional Services Manual.** New change in the ways we are going to do things was negotiated this year. Many of the Changes were proposed by the Union and while we only got about a third of what we wanted, we did get that third. Correctional Officers and other staff will now have access to the Correctional Services Manual through the Control Center. You will be able to check that document out and study the policy.

11. **Assaults.** Several Staff were assaulted this year. One staff member is being terminated because of an assault by five inmates. We have had several assaults on staff in our SHU's and this will tend to go up now that we have fewer inmates working in UNICOR.

12. **Kyle Dillingham.** Kyle is under a proposal to be terminated on January 9, 2004. Mr. Sherrod said he is terminating Mr. Dillingham for the efficiency of the service. Please remember Kyle the next time you volunteer to be on a forced cell move or stop a group of inmates from fighting. Evidently, it is true that we are just a statistic to the BOP

13. **Workers Compensation.** We have had more cases in Workers Comp. this year than we have ever had. Because of the experience of the Union Staff, employees are not afraid to report their injuries. The truth of the matter is that many of you have been hurt in past and because you did not trust the system either claimed it on your own insurance or worked hurt.

Mileage Raised for POV's

The mileage rates for authorized use of privately owned vehicles on official government travel was raised December 8, 2003 from 36.0 to 37.5 cents per mile. The new rates become effective January 1, 2004. You can find all the 2004 rates posted on GSA's travel management policy homepage at www.gsa.gov/travelpolicy.

Overtime give and take

By Bill Wood

While the executive branch is trying to take-away overtime from thousands, you may be interested that they softened up on your supervisor's overtime. The rule for calculating overtime rates for General Schedule federal employees was changed with the passing of the National Defense Authorization Act. Those employees who are Fair Labor Standards Act exempt (FLSA) were capped at whatever a GS-10 step 1 hourly rate of basic pay was.

On November 24, 2003, these employees who were capped will receive no less than their regular rate of basic pay for overtime work.

Concerning overtime, the U.S. House of Representatives failed to block the administration's overtime pay take-away. The Senate has scheduled a vote for January 20, 2003. 180,000 people have signed the petition opposing the overtime take away. You can sign it by going to <http://www.unionvoice.org>.

National Issues with AFGE

by Phil Glover

I am writing to give you some idea of where we are on a few issues and to give you some information regarding management's actions.

1. **FPI**– It is no secret that UNICOR is in financial trouble. They have sent RIF notices to staff in the Central Office and in the field. Go to Article 25 see what the union's rights are. You can do more extensive research on the internet of course. The Council E-board will be getting on a conference call this week (12-15-03) to discuss this and any options we might be able to come up with. We will send it out immediately.
2. **Master Agreement**– We have been on Article 18, section d, (the roster) for five weeks. Their position is they will give us the shift and days off by seniority, but, they will have flexibility to determine where people work. This is completely unacceptable to us. Many of us remember the days when Lieutenants just moved people around where they wanted and treated us like crap. We are fighting this. Management says it's their right to assign, we say that among equally qualified staff, Seniority prevails even in assignment. This has caused some difficulty with LMR and working on some other issues. The Director and I have had a few exchanges over it as well. We are seeing some changes in the way management is working with us. We think it's over this issue and our response which has been very strong and frankly insulting to them. They came at us with the GS-8 posts thing because of our proposals.
3. **Staffing**– We all know that staffing is a huge problem. The trouble is where to attack the problem. The BOP doesn't appropriate its budget, Congress does. We have begun putting a national program together on staffing. We again, will be coming to you for information such as vacated posts, total FTE's assigned and filled at your facility, any incident's due to under staffing you can give us which are factual and provable.

4. **Uniforms**– For sometime now we have wanted a uniform change. FPI wanted to make our uniforms to open at least half of a factory for that product line. At the last LMR meeting we agreed to change the uniform. The goal is October 2004. FPI will make it, but they will have a vendor take the orders. Each and every employee that has a clothing allowance will keep it and use it through the vendor. We have that in writing.

5. **FPI**– Over the last several months, as FPI has gone through these changes, reorganizations and other problems, Steve Schwalb and I have discussed the problems in production. These problems deal with surges in production or downturns. I agreed in principal that there should be contingency plans put together on what happens when these surges or downturns occur. Staffing schedules, shift changes or add on's and so on. FPI may be coming to you over this issue. I did not agree to any specific proposals. I didn't agree to three shifts or two shifts or compressed or anything else. That is your business. All I agreed with was the need to give our line staff as much stability as possible in the event of these things occurring.

6. **Legislative Conference and President's Training** -We are gearing up for the legislative conference and president's training. Start planning now, don't wait. We will be working our staffing plan at this conference. New President's training will be very informative and we will have speakers' coming in to show the big picture in the Union.

7. **Legal Representation Funds** – National President, John Gage and I have had several meetings about getting some attorney's working for the Council through this program. We are looking for the money to do it. We will be putting out more information on this in the next month or so.

8. **Ombudsmen** – Recently, the BOP's ombudsman was at a facility to have a meeting with staff over problems in a department. An associate warden got into an LMR dispute with one of our union officials. Because they didn't like the outcome of that dispute, the agency launched an investigation and have proposed discipline against the union official. The Ombudsman, who is supposed to be "neutral" between employees and the employer allowed an affidavit to be taken supporting management against the union official. We are letting you know, if the ombudsman is out there in the field he is not a neutral and he is not the union's friend. Don't even bother with the program.

Well, in closing, we have our hands full. Nothing is easy right now so gear up. The E-board and I feel we are in for a fight on a number of issues. I want you to know where we are and will be updating you further after our next meeting.

In Unity,
Phil Glover
President, CPL

Overtime Rules changed

By Bill Wood

A legislative attempt to block proposed revisions in overtime rules for the private sector employees that could spill over into the federal sector has failed. The proposed rules would make certain lower-income workers eligible for such pay but also make

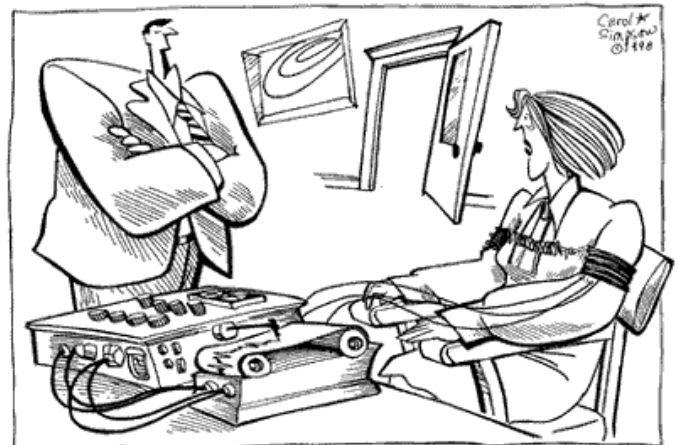
ineligible certain more highly-paid employees now eligible for overtime. Opponents to the bill failed to get a proposal to block the rules included in the catchall budget measure, meaning a final version of the rules can be issued.

Overtime for certain categories of workers who could lose eligibility under the private sector rules is set by statute for the federal workforce and a separate law would have to be passed to change the policies for them.

What this means in the short version, for now your overtime is still there but plan in the near future to be placed in different categories of who may or may not be eligible for overtime. The DOD was not as lucky as us, and their implementation of the "national security personnel system" is begun already.

Along with overtime, the DOD has been granted extensive authorities concerning compensation and personnel decisions ranging from hiring to firing. There will be pay bands that your job will be under and your supervisors may elect to pay you any amount in that pay band.

Basically if the current administration gets it way, agencies will be able to change staffing, including hiring,



assignment, advancement, removal, and reduction in force, job classification, pay, performance management, labor-management relations, and discipline, adverse actions and appeals.

UNICOR

by Bill Wood

I am often asked what is happening to UNICOR. I had planned in this article to just put in Steve Schwalb's memorandum and call the article finished. After doing that I saw that it was not enough. I cannot say with certainty what is going to happen to UNICOR. In the past year alone nearly 200 positions have been abolished with UNICOR.

Because of the different ways of funding the Prison and UNICOR, neither party can really help the other. In other words the Institution could not give UNICOR money to operate their business on. That means UNICOR if it is to survive will have to be on their own merits.

For years now UNICOR has not necessarily acted smartly. When I refer to UNICOR in this text, I refer to UNICOR as a whole and not necessarily to our local people. Locally we seem to operate fairly well and have proven to be one of the more successful UNICOR's in the BOP. I contribute that not necessarily to the leadership of UNICOR but to the experience of our UNICOR staff.

To be quite blunt, I believe the UNICOR at El Reno may survive, but I do not know for how long. So far only one person has lost their job at El Reno and that is Peggy Huffines. She now has nine months to find another UNICOR job, or an appropriate job in some other area of the institution. In total we have lost three jobs with last cut and almost a fourth. (The fourth job was between El Reno and Leavenworth, and that was Bruce Foster's Job). The other two jobs we lost were already vacant.

In June of 2002 we started telling you that UNICOR was in danger. For our advance warning, we got a letter from a prominent UNICOR member saying we were acting like "Chicken Little" crying that the sky is falling. We asked everyone to write their Congressmen and Senators or to pick up the phone and call their elected representatives. Either, many of us did not have the time or we never thought this would happen, or, maybe all they heard was Chicken Little screaming that the Sky was falling.

It will be a major loss to the Bureau of Prisons and our staff if we lose UNICOR. Many of you came to work at the BOP with a hope of promoting to a job like those offered in UNICOR. Now those dreams may only be dreams and for those of you who realized your dream you may shortly be living a nightmare.

Chicken Little is now screaming the Sky is falling, concerning your Overtime, Your pay, your promotions, and a host of other things. You can choose to blindly turn your heads and ride a sinking ship or you can do something about it. For a \$10.00 Turkey I caught hell, but I barely hear a voice about \$50,000 dollar jobs. In five years many of the current E-board can retire or will be retired, for those years we will continue to yell the Sky is Falling, especially when we are getting hit with huge chunks of it.

Officer Scott Williams

by Bill Wood

The family of Scot Williams still awaits justice. The inmate that killed Officer Williams, Roy C. Green, has used many tactics to stop his trial. It has been six years since Scott Williams' death. Now Roy Green's family says he never killed anyone, and says that prison sources believe convicted terrorists preaching jihad behind walls of the maximum-security penitentiary at Lompoc goaded the three-time felon into the attack six years ago.

Officer Williams left behind two daughters now 7 and 12. Kristy Williams, Scott's wife says of the youngest girl, "Her father is just a picture for her," and speaking of the oldest child says, "Kaitlin, she knows what she's missing. I'm just not sure what's worse."

On December 9, 2003, a press release was issued from Grassroots Leadership concerning an analysis of the first two decades of Corrections Corporation of America (CCA). The report portrays CCA as a company whose business model is out of step with current national trends in corrections and issues a warning to

Scott Williams didn't see his killer coming. He didn't see the inmate pull out two brutal looking, handmade knives and close in from behind. Some say that the inmate may have attacked because he had a vendetta against the officer who failed him on a drug test. Scott Williams' last moments were caught on a jumpy, time-lapse surveillance videotape, now in possession of the U.S. attorney. It recorded the attack in a sequence of two-second-delay shots. The tape shows the killer coming up behind the young guard, who is patting down an inmate in the main corridor near the prison's cafeteria. In one hand, the inmate has 10 inch flat blade and in his other a foot long metal rod with a harpoon point on the end. The knives are tied to his hands so that they will not slip from his hands. He stabs Williams in the neck so hard that it severs both the right and left carotid arteries and bruises the far side of his neck.

The inmate then stabs Officer Marcos in the nose and plunges the knife into an Officer Elliot's chest. Williams although mortally wounded staggers to his feet and tries to pull the attacker off, perhaps saving his fellow officer's life.

Williams last words were of his wife. In the hours leading up to the stabbing, Green was seen giving away all of his possessions and bidding farewell to other inmates. He and his family now deny that he killed Officer Williams. Of the 249 federal death penalty cases filed between 1989 and 2002 there are only three cases filed before Roy Green's that are still awaiting trial. Of those, one is a retrial and another involved the case of a man who is not yet in custody. The time between indictment and trial averages about 17 months. It has been 66 months as of this writing for Roy Green.

Time line in Williams Killing

April 3, 1997 Scott is killed

April 2, 1998 Inmate Green is indicted on one count of murder and four counts of attempted murder.

April 6, 1998 Green pleads not guilty to all counts.

December 10, 1998 U.S. Attorneys' Office files its intent to seek the death penalty in the case.

May 21, 2001, Chief Federal District Judge Counsuelo Marshal rules Mr. Green is not competent to stand trial. He is sent to Butner, N.C., for treatment and evaluation.

June 2002, Doctors at Butner determine that Inmate. Green is competent to stand trial.

October 21, 2002, Judge Marshall finds Inmate Green competent to stand trial.

May 2003, Judge Marshall allows a new defense team to be appointed to represent inmate Green.

October 2003, Judge Marshall sets a date for Green's trial to begin in early 2005.

Grassroots Leadership Press Release

investors and legislators, emphasizing that the company's performance record is poor and that it is still financially unstable. The report says that CCA's record is an example of how the pursuit of profit stands in the way of carrying out a core public function such as corrections. According to the Institute on

Money in State Politics (www.followthemoney.org), 830 candidates in the 2000 election received contributions from the private prison industry for a total of 1.12 million. CCA was the top giver with 600 contributions for a total of \$443,300. You can see the entire report at www.grassrootsleadership.org.

Staffing Levels

by Phil Glover

Over the next couple of months the Council will be coming to you for information on your staffing levels, vacating and employee's working outside of their normal assignments. We will also need incidents that have occurred at your facility due to lack of staff or vacated posts. These must be completely factual and be backed up by paperwork.

We are putting together a National Staffing Campaign. The Legislative Conference will be our focus on hitting the message hard. We will argue that since Congress has virtually wiped out UNICOR, we will need to staff prisons at a higher level due to the idleness that is starting to result.

We will do radio ad's pickets outside of certain members of Congress and Senate Offices in their home districts and newspaper ads. We will be working on press events as well.

We are going to piggyback this off of the USA Today Article recently published on the administration cutting the COPS program.

We will need your help and plenty of bodies from your institutions to make this effective.

I have had meetings with AFGE and AFL on this. This will be part of the issues that everyone gets at the AFGE Legislative Conference. I hope together we can crank this up and get our funding returned to the appropriate levels.

No one wanted to do it!

by Bill Wood

No one knew on August 28, 2001 that employees would be hurt while doing their job in the R&D of the Federal Transfer Center. No one knew that by vacating four posts that staff would be hurt in ways that effect them the rest of their lives. No one knew on this fateful day that five inmates would assault staff. No one knew that when Kyle Dillingham ended his work day that he would have injuries that would de-habilitate him to an extent that he would have to have nerve blocks for the rest of his life to withstand the pain. No one knew that in October of 2002 that Warden Sugrue would offer Kyle a job that he could do with his limitations. No one knew that on December 9, 2003 that Kevin Sherrod would propose that Mr. Dillingham be removed from service. Mr. Sherrod in his letter says, "Based on the information available, there is no alternative but to remove you from your position with the Bureau of Prisons. Your removal, therefore, is in the interest of the efficiency of the service." No one knew that Kyle in August of 2001 would be facing a holiday season in 2003 without a job. No one knew that Warden Callahan would consider it in the efficiency of the service to fire an employee who got hurt while doing his duty.

If someone had known all of this I wonder if we would have vacated posts on this August day. Had someone known I wonder if Kyle would have so readily jumped in to break up this

altercation or would have hung back and waited for some more help. Had someone known about this, I am sure that they would have made away for Kyle to keep his job as he is a good employee. Had someone known about this, I am sure that there would have never been a termination proposal for the efficiency of the service. Had someone known about this, I am sure that they would have told the Warden this isn't right.

On December 9, 2003, Kyle was proposed to be removed 30 calendar days from this date. Kyle was in a rehabilitation program through Workers Compensation. For thirteen months Kyle has worked in the Mail room doing his job. The American with Disabilities Act allows for situations such as this to be compensated for by the Agencies. The Agency will now have to pay for Kyle's rehabilitation, his Workers Compensation benefits, his medical, and on top of all that they will have to pay for a person to replace Kyle. No one has yet figured that this is going to cost the Agency much more to fire Kyle than it would to accommodate him.

Policy

By Bill Wood

There have been several major policy changes and there are several major policy proposals by the Agency that will affect most of our employees. For approximately one year I have been doing National Policy negotiations with the Council of Prison Locals #33. I wanted to make a difference with some of these policies and leave behind a better work place than what I started with. I never knew of the bureaucracy attached to these policies.

The Council has just finished the Correctional Services Manual negotiations. All institutions now have their copies and should be implementing the hundreds of changes made. I am told that the institutions have up to a year to implement so don't get into big of a hurry.

Some new changes that came with the Correctional Services Manual and before I list these I must say that some of these are not good changes. In negotiations with such things as internal security the Union's hands are tied and we were given some bitter pills in these negotiations. Please note, that there were 10 people for the Union who dedicated one week a month to these negotiations and I believe they did an excellent job given the circumstances and subjects. There are literally hundreds of changes to the Correctional Services Manual and these are only a few.

1. You now may have battery chargers inside the perimeter fence.
2. Key rings can be welded shut and may not have more than eight of the larger keys on a ring.
3. All DCT gear was upgraded and standardized.
4. Mobiles will have the new gas capabilities and will fire them every quarter.
5. If you request it you can have a copy of any use of force form that you are involved with.
6. Copies of the correctional Services Manual will be maintained in Control for check out by Staff.
7. New types of Crash gates
8. New rules for mobiles

9. New controls for Truck Gate.
10. New rules on ION Spectrometer.
12. Any staff member can apply restraints to any inmate any time they feel there is a danger to themselves or anyone else, including property without a supervisor's approval.

In addition there are several other policies coming up with major changes in them.

1. Computer Security
2. Religious Beliefs and Practices. In this policy religious headgear and other religious clothing will be considered to be an extension of the person and staff will be limited on their search capabilities.
3. Search and Seizure of non-inmates. Many changes limiting staff's ability to search non-inmates in this program statement.
4. Medical Treatment Guidelines. This policy is changing how inmates will be treated by medical staff and what procedures will be used.
5. Over the Counter Medications. This policy is changing the need for officers to have aspirins or Tylenol or any other currently kept medication for general use by Inmates.
6. Use of Force and application of Restraints. This policy is changing how we use restraints.

We have 65 policies and at the Present time we are negotiating Retaliation and Discriminations Complaint processing. Our biggest problem in this policy is that the Agency wants to retain its right to discriminate and be held accountable for its actions.

Any policies that you would like to have input on please feel free to call me or drop by the Union House and we will get you a copy of the Draft proposed by the Agency.

Turkeys

by Bill Wood

I take full responsibility for this article. In fact I am writing it against the wishes of some of those that know better. I never knew how much a six-dollar turkey meant to some staff. I guess the misconception is that some of you believe that the only product you get for your Union dues is a six-dollar turkey. That is so ridiculous to me that I cannot fathom a rational person spending hundreds of dollars for a six-dollar turkey.

A lot of things were said by a few people about the Union in the past months. As an E-board we felt to address these issues in written form would only serve to add fuel to the fire. We therefore waited until you called or we saw you to tell the truth.

The purpose of this article is really not about Turkeys it is about some of you not knowing what your dues did this past year. Please allow me a minute or two of your time to explain where your dues went this year.

1. Your dues helped more than five families this year who struggled financially because of the Agency. Most of you would have given your turkey to these families if you thought it would have helped them.
2. Your dues supported Arlo this year. Countless trips to the doctor, hospitals, and school have finally got Arlo to a point

11. Specific instructions on confiscating of cameras and other video equipment.
- where he can sustain himself.
3. Your dues went to our attempts at saving UNICOR.
4. Your dues went to trying to save your Overtime pay.
5. Your dues went to saving three peoples jobs this year who were proposed termination.
6. Your dues went to fighting 38 grievances for people who felt that they had been wronged.
7. Your dues went to endless reams of papers, ink, and office supplies allowing us to fight your issues.
8. Your dues went to training stewards in personnel issues, workers compensation, and EEO laws.
9. Your dues have went to TV commercials and newspaper adds to protect your rights as a government employee.
10. Your dues went to fighting for your appeal rights in third party hearings.
11. Your dues carried Correctional Officers Week because the BOP can give you nothing.
12. Your dues paid for four young people a \$1,000 scholarship to go to college so that they can get an education suitable for these modern times.
13. Your dues paid for the rights you have under the Master Agreement to pick your shift, days off, and job, all of these so-called rights the agency is trying to take away from you now.
14. Your dues paid for several computers and part of a \$10,000 dollar research data base for EEO, Workers Comp, Law, FLRA, MSPB, and FSIP. Your dues did not pay for the thousands of hours your stewards spent of their own time on these computers trying to help their friends.
15. Your dues paid for your seniority rights and the 9 attacks to those rights this year. No matter how long you have been in the BOP you recognize that one of these days you will have rights because of your service, even if you do not have them now.
16. Your dues paid for a court case this year which now is over \$14,000.
17. Your dues paid for a court case when supervisors believed that they could sue Union officials because of representation.
18. Your dues paid for people to travel to picket against Scott Williams killers.
19. Your dues paid for travel to new Unions where they were trained to keep managers from running over them.
20. Your dues paid to fight for the 4.1 % raise instead of the 1.5% raise plus .5% locality proposed by the President this year.

If all you got out of your Union dues this year is the 4.1% raise and no Turkey you are still money ahead.

Make no mistake I know where the strength of this Union lies. It doesn't lie with me or the E-board. It is the 500 plus dues paying members pushing us forward. This Agency does not fear me or the E-board but they do respect you as a body. If my head seems somewhat big, it is because of the pride I have for some of the best people I have ever known. You, the dues paying member who may never need us for a disciplinary case but continue to pay dues to help those that do, are the backbone of this Union.

My promise to you is that we will be here for you when you need us. We will keep training our people. We will spend money to make us more powerful. We will follow your wishes on how you want this union ran.