



Local # 171 ALERT

A.F.G.E Local 171 of Council of Prison Locals #33

FTC Oklahoma City & FCI El Reno, Oklahoma

Editors: B. Coker & J. Lepird

Moving Forward by J. Lepird

Newsletter
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The Local has been very fortunate to have several folks step up as others have exited the scene through retirement. The Local moves forward as time goes on and there will always be challenges for the Union as a whole. When we have leaders leave, leaders must come forward to present the next step, the next plan, and have the membership rally behind the new leadership to accomplish new tasks and overcome new challenges.

We have seen great successes at the Local, and we have seen some good changes be presented and accepted. The information is now flowing more smoothly to the membership with the newsletter, the website, and the Local Facebook page. These are good things, and as time goes on the membership will continue to have more information presented to them. It's not easy putting these things together, but it is important and the E-Board has committed to continue to share information using this new media.

At the end of the day, the Union is a service organization. We represent folks when they are accused of wrongdoing, but that is not the end of our service. We assist folks who deal with tragedy, we assist people who have difficulties away from work, and we do it gladly. We deal with contract violations, unfair treatment, unsafe working conditions, and many other issues that may come up, and again, that is service and an important part of our responsibility.

This is the service that will improve with the support of the membership. Much of the information the Union uses to accomplish this service comes from the membership, most of this information in fact. The future of the Union lies with the membership.

We have many challenges coming from the agency, and they will attempt to assault the rights that have been laid down in our Master Agreement, our MOUs, our settlements. We are facing a Master Agreement negotiation next year, and the Agency is much more educated and aggressive than in the past. We need people who are educated and understand the process to be able to deal with the Agency. We are very fortunate to have those people working on our issues at both of our facilities. Though we have folks who have retired, we have skilled, intelligent litigators working on issues.

I'm very thankful for the work our representatives are putting in, and I will continue to improve our services with their help. I want to thank you for your membership, and ask for your continued support for your Union, AFGE Local 171.

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Next Union Meeting:

Tuesday
July 9th 2019
5PM at the
FCI El Reno
Union House

Meetings are held every other
month.

Having Each Other's Back

It takes a unique person to do the work that we do every day. Most people don't want to visit in a prison, much less work in one. We work in a stressful environment and we need to always take the time to have each other's back. When there is an emergency or a fight we all run toward what most people run away from. We have each other's back on the clock at the facility. It's our job, it's something we do. We don't think twice.

Don't forget to have each other's back outside the fences, gates and razor wire. We are a family and every family has problems. We are still stuck with each other. We don't all have to be the best of friends or go fishing together. But if you see someone that needs to talk, give them some of your time. It may not seem like much, but it could make all the difference.

Everyone faces challenges in their personal lives. We all have things

going on. Remember there are lots of things out there to help us along the way. In addition to each other, staff can use the services of EAP. It's free, confidential and can provide some counseling and advice to the staff member and immediate family.

There is never any shame in asking for help. When everything is hitting the fan, both at work and in our home lives we stand strong together. We fight together. We prevail together

Congratulations to the Winners! by B. Coker

On June 8th the winner of the Union CWW drawing was drawn at the FTC. Officer Scott is the lucky Winner of a gift card to Big Boys Guns, Ammo & Range. Make sure to congratulate her on her win.

On June 15th the winner of the drawing in El Reno was Officer Whittington. Congratulations to Officer Whittington on his win. The CWW in El Reno was pushed to the week of June 9th.

This is the second year that the Local has done a fundraiser during CWW. It has been an overwhelming success so far. The Local wants to thank all the Members that participated and purchased decals. Your support in the drawing and as members of the Union is greatly appreciated.

The fundraiser helps the Union to offset the cost of our contributions

to CWW activities. The fact that a lucky Member at both facilities wins a gift card is a great bonus and your participation pays for the gift card.

Congratulations to the Winners of our T-Shirt contest gift cards. The winners are: Officer Still at ERE and Officer Striplin at OKL.

If you would like to see more drawings or similar events in the future, please participate so we can continue to support the membership.

Workers Comp (OWCP) by B. Coker

The Union is here to help you with the Workers Comp (OWCP) process.

If you are hurt at work make sure to immediately report it to your direct supervisor. At that point if you need immediate medical care you should go to the Hospital to get urgent care. You can always fill out the CA-1 or CA-2 later.

If you have a Traumatic Injury you always fill out a CA-1. This could be from getting hurt responding to an emergency or getting injured during the regular course of your daily activities at work.

If you have an Occupational Disease or Illness you fill out a CA-2. This is something that develops over time. An example of a CA-2 issue would be something like

carpal-tunnel or knee problems. These can be issues that develop over the course of your career. Also it can be a pre-existing condition that was aggravated by your work. An example of this would be a staff member who had knee surgery as a result of playing football years ago. The knee becomes aggravated due to your work for the Agency over your career. As a result it would be a CA-2 and as long as the Doctor shows the

connection to your employment then it is a covered issue under Workers Comp.

The Best way to file a CA-1 or CA-2 is on Ecomp. www.ecomp.dol.gov By filing electronically, you ensure that your claim is processed quickly and is not lost. Ecomp can be accessed both from your personal computer and at work. Normally Ecomp does not work on cellphones as it runs the most current version on flash player.

Both the CA-1 and a CA-2 have different document requirements. Contact the Union to help you with the process.

In Oklahoma City contact S. O'Brien for help with your Workers Comp Case. In El Reno contact R. Barger for help through the process.

**"The Best Way to File a
CA-1 or CA-2 is on ECOMP.
www.ecomp.dol.gov"**

Question of the Day

Management has asked me to attend a formal meeting. I was told I did not need a rep by my supervisor. Should I take one?

You should always take a union rep to a formal meeting with management. Anytime the employee feels that discipline could result from the meeting, you should be represented. Remember it's not if management tells you that you need a rep, it's if you feel the meeting could result in disciplinary action against you. Management has no interest in protecting your rights. Lying to you and saying that you do not need a representative at the meeting and that it will not result in discipline against you, when in fact it could. Remember it's your job you may save by having a representative present.

While there are some managers that are not necessarily bad, the majority of the managers currently are not necessarily good and

looking out for your best interest. Make sure to protect your rights and your job and take a union rep with you anytime that you feel discipline could result.

Remember you have a right to be represented in these meetings both under the law and the master agreement. Management does not determine who your rep is. Invoke your right to have a Union Representative present at formal meetings when you believe that discipline could result. Tell the supervisor that you would like the union rep present for the meeting. It is Management's responsibility to call the Union President or his designee so that he can assign a rep to be present. Management does not get to pick your rep, regardless of the shift and time of day.

After you've invoked your right to Union representation ask to be

excused from the meeting until your union rep arrives, which is your right absent emergency circumstances, and then the meeting can continue.



Master Agreement Extension and Negotiations by J. Lepird

The National President of the Council of Prison Locals was able to accomplish an important act. Our Master Agreement was up for negotiation this summer. President Young was able to sign an agreement with the Director, Mr. Hurwitz, to begin negotiations in January of 2020. Further, this agreement stipulated that the current Master Agreement will remain in force during those negotiations.

Our Master Agreement remaining in force is a very important part of that agreement. In the past there was no question that the Master Agreement would remain in force during negotiations. However, under the current appointed FLRA and FSIP (Federal Service

Impasse Panel) this is no longer guaranteed. There have been several bad decisions, which are being litigated by AFGE in court, where different Agencies have implemented portions of their new negotiated agreements without the consent of the Union. In the interim, the Agency in question invalidated the current CBA (Collective Bargaining Agreement) and refused to follow what had been in place.

Though that seems overly technical, if something like that happened to us our Seniority rights (bidding), health and safety protections, and any other provision covered in our Master Agreement could be invalidated during negotiations. Thankfully, the

leadership in place had the foresight to protect us from those problems by signing this short extension agreement with the stipulation that our current CBA (Master Agreement) will remain in force during negotiations.



Buying your Military Time Back by D. Jones

Lots of Federal Employees, roughly 33%, have had prior military service. If you have active honorable military service that isn't already being 'used' towards a military retirement; there is a very good chance that you can 'buy' that time back and have it count towards your federal retirement. To determine how much it will cost depends on four factors

- 1.) When was your service?
- 2.) How much were you paid during your time of service?
- 3.) How much interest has accrued on that time?
- 4.) Are you a FERS employee?

If you have copies of your LES for your years of military service then that will make things a lot easier. If not, then all you need is a copy of your DD-214 and send a request to your appropriate branch of the Military's pay center. You can attain the request form from your HRM you will complete either a SF-3108 or a SF-2803(CSRs employee). You will have the opportunity to set up a payment plan through payroll deductions or to pay a lump sum.

To determine your cost of the Military buy back, once you have the pay records, take the amount of **BASE PAY** you received during your time of service and multiply that amount by 3% (0.03). This is the amount you have to pay back (military deposit) without interest. You can completely avoid paying interest if you buy back your time within the first 2 years of being a FERS employee. If you are unable to pay back the time by your 3rd employment Anniversary then you will begin to be charged interest. The interest for each year varies, the rate will be determined when you receive the completed request from the SF-3108.

EXAMPLE

Joe's pay 2010= \$19,000

Joe's pay 2011= \$19,350

Joe's pay 2012- \$19,850

Total military base pay= \$58,200
FOR ALL 3 YEARS

\$58,200x 0.03%= \$1746 Military Deposit.

Joe was hired January 1 2013, his grace period on Military Buy Back 01-01-13 thru 01-01-15. The first date he will be accruing interest is 01-01-16. This interest will

continue to accrue annually until the full military deposit is paid in full.

IS IT WORTH IT?

You get 1% additional to your high 3 for each year you buy back. If your high 3 was a GL-007 8 step 10 @ \$63,647 at 25 years of service you take *FERS Annual Pension = [Years of Service (not exceeding 20 years) x High-Three Salary x 0.017] + [Years of Service (exceeding 20) x High-Three Salary x 0.01]*

20 years x \$63,647 x 0.017 =
\$21,639.98

+ 5 years x \$63,647 x 0.01=
\$3,182.35= \$24,822.33

Now add Military service of 3 years to the years in excess of 20 formula.

20 years x \$63,647 x 0.017 =
\$21,639.98

+ 8 years x \$63,647 x 0.01=
\$5,091.76= \$26,731.74

That's nearly \$2,000 more per year towards your Annual Pension Rate which also counts towards your Cost of Living Allowance raises as well as your Spouses Survivors benefit Annuity.

Did You Know?

by J. Lepird

Did you know that every national policy must go through a Union review process? What this means is the Union has the opportunity to look at the policy, and if it has an effect on working conditions or other areas of concern, the Union has the opportunity to negotiate that policy. Each policy goes into a rotation for negotiation if the Union invokes the right to negotiate.

Currently national policy negotiations are ongoing. I have been asked to participate in national negotiations. and have

done so the past couple of sessions. This is very good for us as a Local, because we have a seat at the table for national policy sessions. Sessions are usually accomplished once a month, paid for by the Agency. Being on the team ensures that our concerns regarding whatever policy is being negotiated can be addressed by the Union team directly to the Agency team, and we have better insight on the particular national policy.

Negotiations are difficult at this time because of the current

climate of anti-union worker sentiment. We are still pushing for positive changes that will do good things in the field, but it is an uphill battle at times. The Agency is very aware of the climate, and has tried to capitalize on it. However, we as a Union are working to hold the Agency accountable and I am representing you, the membership, to the best of my Ability.

When you're a member of AFGE, your benefits go beyond the workplace, with programs and discounts that help you and your family save money on everything from health and education to homeownership and travel.

The Most Popular benefits are:

- * Firestone Tire and Auto Care Discount - Save 15% on all maintenance, repairs and tire purchases.
- * Goodyear Tire and Service Discount - Save 10% on all Goodyear tires or 5% off sale tires at company owned Goodyear, Just

Tires, or Allied Tires Service stores.

- * Free Accident Insurance - Enroll for \$20,000 no cost to you, accidental death insurance.
- * Term Life Insurance - Term Life insurance with benefit amounts of \$20,000 to \$250,000 available.
- * Dental, universal life, cancer and disability insurance also available.
- * AFGE Credit Card - Features include cash back, a competitive-rate, no annual fee and a Member Advocacy Program.
- * Mortgage - Buy or refinance a

home, \$500 gift card and hardship assistance with each loan.

- * Dell Computer Discounts - The AFGE Union Plus Computer Discount with Dell offers AFGE members and their families discounts of up to 30% on select products.
- * AT&T Wireless - Members can qualify for \$200 in rebates and get a 15% discount.

For more information on these and additional AFGE Member Benefits go to:

www.afge.org/member-benefits/ Or call 1-888-844-2343.

Helpful Website Links

Union Links

AFGE = www.afge.org

Council of Prison Locals = www.cpl33.info

AFGE District 9 = www.afge.org/districts/district-9/

Local 171 = www.afgelocal171.com

AFL-CIO = www.aflcio.org/

Uniform Vendors

Unitec = www.bopuniforms.com

AD Meyers Uniforms = www.bopmeyers.com

Galls Uniforms = www.galls.com/bop/

Useful Links

USA Jobs = www.usajobs.gov

National Finance Center = www.nfc.usda.gov

Thrift Savings Plan = www.tsp.gov

CPOF = www.cpodf.org

Current Events in El Reno

by G. Brueggen

In El Reno, the Union just finished another formal negotiation with the Agency. The matter negotiated was a local policy on Trulincx. Before that, the Union negotiated the policy on Urgent Health and Dental. The Union negotiated changes to both these policies' as they have a direct effect on how we do our jobs. Whenever the Agency puts out a policy the Union gets to review the policy and choose to negotiate the policy or to agree to it as written. Rest assured that the Union is reviewing every policy to ensure that the best possible language is put into the policies.

The Agency has worked well with the Union thru the negotiations and has negotiated in good faith to find a result that was agreeable to all. Getting the local policy out to staff in an easy to understand language is the goal and I believe we have done that. The Union hopes to be able to return to more informal negotiations in the future.

The Union is here to represent the bargaining unit and all of our members, protecting your interests and rights. The Union will continue to reach out to management and

ensure they follow both the law and the contract. When management chooses not to do so the Union will file Grievances and ULP'S to hold them accountable and ensure that your rights are protected. We will seek a third party's decision, through the ULP or Arbitration process. We will negotiate at the table when necessary.

As always if you see a violation of the contract, the law, policy or MOUs please let the Union know. It is through all of our members and all of us standing together that we are strong.

Local 171 E-Board/Stewards

AFGE Local 171

307 Reformatory Road
El Reno, OK 73036

Phone El Reno: 405.422.2820

Fax El Reno: 405.422.2850

Phone OKL: 405.680.4298

Fax OKL: 405.680.4297

E-mail: Afge171Alert@yahoo.com



United We Stand Together in Solidarity

Local 171 Website:
www.afgelocal171.com

E-Board

J. Lepird – President / SCR Legislative Coordinator

S. Johnson - Secretary/Treasurer

B. Coker – Vice-President ERE / OWCP

B. Hutchinson – Vice-President OKL / CPOF

Vacant – Chief Steward ERE

T. Russell – Chief Steward OKL / OWCP

S. O'Brien – Sergeant at Arms

Stewards – El Reno

K. Menz – Correctional Services

T. Wright – Correctional Services/EEO

G. Strider -- Correctional Services

T. Norton -- Correctional Services

R. Barger – Facilities/Unicor/OWCP

G. Brueggen – Health Services/CPOF

D. Boling – Education/Recreation/DAP

B. Kuykendall – Trust Fund

J. Turnage -- EEO

Stewards – Oklahoma City

B. Houck – Correctional Services

M. Michon – Correctional Services

J. Guerrero -- Correctional Services

D. Jones -- Correctional Services/EEO

K. Hyden -- Correctional Services

J. Stepp – Correctional Services

J. McDonald – Correctional Services

D. Watts -- Business Management/CPOF

T.J. Howard -- Business Management

J. Grigsby -- Food Service

D. McMullin – Food Service

C. McPherson -- Unit Management

S. Warren -- Facilities

Back Issues of this Newsletter can be found on: www.afgelocal171.com

Your Right to COP after a Workplace Injury

You have a right to 45 calendar days of Continuation of Pay (COP) following a workplace injury. This follows filing a CA-1 for a Traumatic Workplace Injury. Make sure to check that you wish to use COP instead of your own leave when submitting your CA-1 on Ecomp.

COP is just what it sounds like. It continues your pay until you transition over to Workers Comp. After 45 calendar days you will request Leave Without Pay and then request payment thru Workers Comp with a CA-7.

It is important to note that if for

some reason your case is denied, you will be required to repay the COP time that you have used. As a result it is very important to get help with filing your CA-1 promptly after you are injured and going to a Doctor that specializes in Workers Comp to ensure that all the required paper work is submitted in the correct format.

Workers Comp is complicated and can affect you if any step is not completed on time. The Union is here to help you with the process. We have a number of Stewards that have training on the processes involved to

ensure that your claim is handled correctly and goes as smoothly as possible.

For help with your case at FTC Oklahoma City contact S. O'Brien. At FCI El Reno contact R. Barger for help with the process.

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