



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

The Bad Boss by T. Townley

Over the years I've personally witnessed many proud and good employees who loved their jobs become disgruntled and unhappy with their jobs, all because of a bad Manager. These employees either left the agency or became an employee who didn't care about their job anymore, doing only what was required of them. They were not inspired about trying to exceed anymore on the job. It's extremely unfortunate that many managers spend their time focusing on the negatives and the little mistakes their staff make, instead of praising them for all the positive work they've accomplished.

The Bad Boss doesn't know how to lead and interact effectively with people. They will not let go of problems or mistakes. The Bad Boss returns to discuss negative events continually and searches for faults in employees, instead of focusing on the employees strengths and providing recognition for positive employee performance.

Bad Bosses will not accept

constructive feedback and suggestions for improvement. The Bad Boss can't deal with disagreement from employees who have their own opinions about work-related issues. Bad Bosses lack integrity, break promises and are dishonest. Bad Bosses also cause dissension among staff members by his or her actions and comments.

Research has proven that managers who focus on recognition and positive reinforcement have employees who are more engaged and more committed to working hard!

If you have a Bad Boss and you've decided it's time to do something about it, please let the Union assist you in dealing with your Bad Boss. You're probably not the only person suffering. Who knows, there might already be complaints filed against your Bad Boss.

Congratulations! by B. Coker

On June 23rd the winner of the Union CWW Pistol drawing was drawn at FCI El Reno. P. Morrison is the lucky Winner of a New Glock. Make sure to congratulate her on her win.

The Union would also like to thank the Stewards at El Reno that sold wrist bands to make the drawing a success. R. Barger, K. Menz and G.

Brueggen all stepped up to sell wrist bands and helped to make this a success.

The Local wants to thank all the people that participated and purchased wrist bands. Your support in the drawing and as members of the Union is greatly appreciated.

Newsletter
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Next Union Meeting:

Tuesday
September 11th 2018
5PM at the
FTC Training Center

Meetings are held every other
month.

Union Benefits

by K. Menz

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.

New Uniforms

by B. Coker

There have been a lot of rumors going around about the new uniforms. Some staff are under the impression that they can buy the Uniform shirt and wear unauthorized pants. That is not the case. All Staff are expected to wear the approved Uniform, both the shirt and pants available through an approved vendor.

Currently the approved vendors are: AD Meyers, Unitec and Galls. All of these vendors can provide you the approved Uniform shirt and pants. As with the last uniform change there will be a few issues along the way. The vendors will continue to work with staff and the Agency as issues with the uniform come up.

All staff will be required to be in the new Uniforms in September. Being in the correct approved uniform will be required and discipline could result from wearing unapproved items, as stated in the national policy put out by the Agency.

Chief Stewards Corner – El Reno

by J. Lepird

A Look at the Correctional Services Overtime/Mandatory Overtime MOUs

Did you know that if you are skipped over for an overtime shift you may be entitled to compensation?

Did you know that you cannot be forced to work a mandatory overtime if it is your Friday, and there are other eligible correctional officers available?

Did you know that you cannot be assigned mandatory overtime if it will require you to work more than 16 hours?

Did you know that working a mandatory overtime should not move you from your position on the regular overtime list?

Did you know that the assigning official must make every effort to find a volunteer to work a mandatory overtime before assigning it?

Did you know that when overtime is hired, the person working the overtime will normally work the post the overtime was authorized for?

Did you know overtime should only be filled up to 1 day in advance, not

more?

All this information is available in the Correctional Services Overtime and Mandatory Overtime MOUs. These MOUs, along with the rest of our agreements can be found on www.afgelocal171.com. These agreements were negotiated and are monitored by your Union. If you have questions or find an overtime issue, contact G. Brueggen, the Union's representative who handles overtime issues. We are here to make sure the Agency follows all agreements, even if they choose not to read them.

Question of the Day by J. Lepird

Do my dues go to support candidates running for office?

We had quite a bit of false information put out that your Union dues go to political candidates. To answer the question: **NO**.

It is illegal for any dues monies to be spent on anything that doesn't benefit the membership and operation of the Union. Money for political endorsements comes directly from (PAC) Political Action Committees, which are run on

voluntary and independent donations from folks who join PAC, not Union dues.

There are many PAC's in DC that lobby Congress on multiple issues. It does seem odd from the outside that PAC's give money to influence Congressional Members to vote in a specific manner. Unfortunately, it is legal and a part of the system we have in place. If AFGE PAC does not participate, there will be consequences.

Rest assured that no Union dues ever go directly to any political

Candidates, regardless of their party affiliation.



Rate of Pay while on Workers Comp. by B. Coker

A common question regarding Workers Comp (OWCP) is how your compensation is calculated and what rate you are paid. If you are single you are paid 2/3 or 66% of your normal pay. If you are married or have dependents you are paid 3/4 or 75% of your normal pay. On Workers Comp, no State or Federal Income tax is taken out of your payment. The only thing deducted is your major medical.

When someone first goes on the Workers Comp rolls they fill out a CA-7. The CA-7 is a Claim for Compensation and it will be filled out for a pay period during which you were not at work and on Workers Comp. During this time period, the individual will be on Leave without Pay (LWOP) from the Agency. If this is the first CA-7 being submitted then a SF1199A, Direct Deposit Sign-up form will

need to be submitted as well, so payment can be done electronically.

When you reach your Maximum Medical Improvement (MMI) and you have an ongoing disability or impairment rating you may be entitled to a scheduled award. The scheduled award is also based on these rates of pay at your time of injury.

After 15 Years the Newsletter is Back!! by B. Coker

After an absence of over 15 years the Local 171 Newsletter is back. Only staff that have been on duty since 2003 will recall the newsletter the Local put out in the past.

The New Local 171 Alert is dedicated to all the Bargaining Unit Staff the Union represents at FCI El Reno and FTC Oklahoma City. Local 171 appreciates your support and membership in our Local Union.

The Newsletter is here to keep you up to date on what the Local is

doing for our members. We understand that all members cannot attend Union meetings due to schedules and other commitments. This Newsletter will keep you up to date on current events and the concerns that the Union is addressing on behalf of all the Bargaining Unit Staff.

If you have suggestions for an article or questions that you would like addressed in the Alert please sent an email to: Afge171Alert@yahoo.com.

If you would like to receive a digital copy of the Newsletter, email us at Afge171Alert@yahoo.com from your home email address and include your Name and Facility. Every new Alert will be emailed to you upon release.

This is the 3rd issue of the New Local 171 Alert Newsletter. Our goal to is keep all of our members up to date on the issues that we are fighting for that affect the Bargaining Unit.

What the Union Does

Recently we heard from a Bargaining Unit Staff Member that there was no reason to call the Union because "the Union doesn't do anything". When this happens, we attempt to explain what the Union does and the many wins that the Union has worked to achieve for the Bargaining Unit. Sometimes minds are made up, and folks don't want to hear explanations or believe shared information, and this is a shame. For everyone else, we felt that an explanation of what Union does for the Bargaining Unit Staff at both FCI El Reno and FTC Oklahoma City is in order. Much of the work below is not publicized by the Union because there is a ton of activities that happen each and every day. However, this is general information regarding all the areas we always cover, on a continuing basis, to represent those in the Bargaining Unit, whether they are Union members or are not. Keep in mind there is no way for the Union to address issues that are not brought to the Union's attention. On the Back Page of this newsletter there is a list of the E-board and Stewards. All of these Union Representatives volunteer their time to Represent the Bargaining Unit and make sure that everyone is treated Fairly and Equitably by Management, and to hold Management accountable when this is not happening. Please understand that the people in these positions are all volunteers, and duties never seem to end with the workday. They sacrifice personal time for the good of everyone, and are extremely passionate about representing the Bargaining Body.

* **Committees** -- The Union appoints representatives to attend meetings on behalf of the Bargaining Unit. The Union has Representatives on all the following committees: Health and Safety, Incentive Awards, Affirmative Action, Staff Housing, Commissary, Training, Community Relations Board and the Correctional Workers Week Committee. The Union attends these meetings to represent you, the

Bargaining Unit members, to ensure that you have a voice in the decisions that these Committees make that affect you every day. These meetings happen regularly and take time to prepare for and attend.

* **Discipline** -- This is the most visible and well known activity of the Union. When you are called to SIS to give an Affidavit, you have the right to request a Union Representative if you wish to be represented. The Union always recommends that all Bargaining Unit Staff Members request a Union Representative when going to SIS to give an Affidavit, whether you're a Union Member or not. The Union is here to protect your rights and ensure that the Agency follows all of our Agreements and the Law. The Union is here not just for SIS, but also in the event you are proposed discipline or your supervisor wants to meet with you to counsel you or issue you a proposal letter. Ask for a Union Representative to be at the meeting because you have a right to Union counsel and representation. The Union will assist you in these meetings and in disciplinary matters with your written and oral response to the Warden to ensure that the discipline is correct, your rights have not been violated, and you are being treated the same as everyone else, regardless of your popularity with Management. If Management does not follow the process, why should you be punished unfairly when your due process rights are violated?

* **Contract/MOU/Settlement Agreement Violations** -- The Union monitors the actions of the Agency and is on the lookout for violations of our Agreements. When we find a violation the first step in the process is to attempt informal resolution and give the Agency the opportunity to fix the issue. In the event that the Agency doesn't correct the violation, then the Union moves forward and files a Grievance or an Unfair Labor Practice (ULP) complaint. When necessary, the Union proceeds to Arbitration and

has a third party conduct a hearing regarding the violation to determine if the Agency is at fault and rules on remedies. The Union takes violations forward both for individual staff that have been wronged and violations that affect the entire Bargaining Unit, which we file on behalf of everyone. The Union has both of these types of cases outstanding and is currently in the process of proceeding to Arbitration on multiple issues.

* **Call Around in El Reno** -- At FCI El Reno, the Union does the Call Around Roster every quarter for the Correctional Services Department. The Union ensures that all staff members are offered posts based on their seniority and the process is done in a fair and equitable manner. This is a huge benefit that is fairly unique to El Reno, and many locals have sought to adopt our procedures because they are very beneficial for our Correctional Officers.

* **Negotiations** -- The Union at the Local, Regional, and Council Level all negotiate policies that affect all Staff. At FTC Oklahoma City the Union is currently negotiating their Local Supplemental Agreement (LSA). The Union has multiple staff on this negotiation that are available every day to meet with Management to work on the proposals. Unfortunately, the Agency is not committed to working on the LSA and very rarely meets with the Union to negotiate. FCI El Reno is currently holding our negotiations to save resources and will start our LSA negotiation after the FTC completes negotiations.

* **Local Policies** -- All Local Policies, both at El Reno and Oklahoma City, go to the Union for review before they are put into effect. The Union reviews these policies to examine the changes to working conditions that affect the Bargaining Unit and ensure they are fair and in line with current Agreements and policies. When

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What the Union Does

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changes are not beneficial to staff, place undue burdens on staff, or just don't make sense for line-staff, the Union invokes negotiations. The Union works with Management to address any issues that would make it more difficult to accomplish our mission as an Agency and at our institutions. Generally, the Union can negotiate changes through informal meetings with the Agency Representative. When we can't gain a resolution in that manner, the Union moves to Formal Negotiations and negotiates formally with written proposals in the traditional manner.

* **Arbitrations** -- The Union prepares for and Represents the Bargaining Unit and Individual Staff at Arbitrations with the Agency. Arbitrations are similar to court proceedings. The Agency has a Representative to present their case, with the HRM acting as an assistant. The Union has an Advocate and Representative to present our case. The Arbitrator listens to the case and then rules on the matter. In some cases the Arbitrator can rule for the Agency to correct an Evaluation, give a staff member priority placement for a position, grant back pay and even bring someone back to work. The Union has won multiple Arbitrations recently and will continue to work on these cases to hold the Agency accountable when they do not follow the contract or trample a Bargaining Unit members rights.

* **Workers Compensation** -- The Union assists Union members with their Workers Compensation cases. The Union will help you through the entire process from reporting your injury to filling out the CA-1 or CA-2. We recommend a doctor for you to use. However, it is up to the staff member to choose your doctor. The Agency should not be either recommending or not recommending a particular doctor for you to see. The Union assists you with all the forms and paperwork associated with completing your claim. Getting all of

the paperwork done in the correct time frame is very important to your case getting approved and being granted surgery and care.

Representation and assistance in Workers Comp cases is something the Union does just for members as a benefit of being a Union member. It is not something that is required for the Union to do for all Bargaining Unit staff under the law. The Union is here to help all our members with their Workers Comp cases. Let us know if you are hurt at work and need help with the process.

* **EEO/Discrimination** -- The Union is also here to assist members in the EEO process. If you believe you have been discriminated against then contact the Union. We can help you with the process and be your Representative. EEO is complicated and has multiple timelines and requirements to ensure a valid, complete case. Don't wait; call the Union as soon as possible so we can help you with your issue.

* **Meetings** -- The Union represents Staff at meetings with Management. If you believe that a meeting could result in disciplinary action being taken against you, then you have a right to be represented. Just stop the meeting and let Management know that you believe disciplinary action could result and you are Requesting a Union Representative. Ask to be excused from the meeting until you can be represented. Remember, the Union will assign a Representative, not Management, to ensure you have the right representation and expertise present for your particular issue.

* **Legislative** -- The Union works on legislative issues for everyone. Many attacks have been leveled at retirement, benefits, and even positions in the Agency. The Union speaks with Congress and organizes action by our members to ensure that our elected representatives hear your voice and concerns. The reason that we

have pepper spray, stab-proof vests, and the ability to withdraw our TSP at age 50 instead of 59 ½ is because the Union worked with Congress to pass legislation protecting our members, and everyone else in the Agency. The Union also works to get the budget increased to stop position cuts and keep our prisons safe, secure, and a place that we can work with all of the tools we need to accomplish the mission we have been entrusted with by the public. Through legislative action with Congressional support, the Union has advocated an increase in the Bureau budget for staff, and the language put forth by the Senate proposes a large increase to go directly to staffing our prisons. This is very important work, and has been an essential component to our recent successes and has become a central piece of Union activism for our future, to ensure we keep our members protected physically and financially.

All of these areas are a part of what your Union does for You, the Bargaining Unit staff member. We will continue to represent everyone and ensure that all Staff are treated Fairly and Equitably by Management, both a FCI El Reno and FTC Oklahoma City. When the Union finds violations of our contract/agreements we will hold all levels of Management accountable for their actions. We will try to informally fix the situation and if that fails, file whatever grievance or ULP is best for the situation. The Union does ask that if you see a violation to let us know so that it can be addressed. Unfortunately we don't see everything, and without the assistance of the membership the Union cannot be successful in **any** endeavor. The Union is here to represent you and we will continue to work for the Bargaining Unit, with your full support and continued candor. We appreciate your membership and know our strength and success comes from the support of our membership.

Local 171 E-Board/Stewards

AFGE Local 171

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*United We Stand Together in
Solidarity*

Local 171 Website
www.afgelocal171.com

E-Board

T. Townley – President

S. Johnson - Secretary/Treasurer

B. Coker – Vice-President ERE / OWCP

B. Hutchinson – Vice-President OKL / CPOF

J. Lepird – Chief Steward ERE / SCR Legislative Coordinator

T. Russell – Chief Steward OKL / OWCP

S. O'Brien – Sergeant at Arms

Stewards – El Reno

R. Barger – Correctional Services/OWCP

C. Bishop – Correctional Services

K. Menz – Correctional Services

G. Strider -- Correctional Services

T. Norton -- Correctional Services

D. Boling – Education/Recreation/DAP

J. Headrick – Facilities/Unicor

G. Brueggen – Health Services/CPOF

B. Kuykendall – Trust Fund

J. Delk – Food Service

Stewards – Oklahoma City

B. Houck – Correctional Services

M. Michon – Correctional Services

C. Hannaford -- Correctional Services

D. Jones -- Correctional Services

J. Williams -- R&D

M. Hennesy -- EEO

J. Taylor -- Facilities

D. Watts -- Business Management/CPOF

T.J. Howard -- Business Management

J. Grigsby -- Food Service

D. McMullin – Food Service

C. McPherson -- Unit Management

J. Lyon -- Unit Management

Back Issues of this Newsletter

Can be found on:

www.afgelocal171.com

Rights of New Staff to Representation

All Staff, including New Staff have a Right to Representation when they request it. Specifically, New Staff and their rights are addressed in the Master Agreement, Article 6, Section f.

"Unit employees, including probationary employees, have the right to a Union representative during any examination by, or prior to submission of any written report to, a representative of the Employer in connection with an investigation if:

1. the employee reasonably believes that the examination may result in disciplinary action against the employee; and
2. the employee requests representation".

This includes written reports, when new staff are ordered to submit a memo regarding an incident. If you feel that the memo could lead to discipline against you, request a Union Representative to assist you.

Any time you are called to SIS for an Affidavit, make

sure to let the Lieutenant know that you want a Union Representative present. Even if you are not the subject of the investigation it is always best to be on the safe side and be represented. You could become the subject of the investigation based upon your answers.

The Union is here to represent you and help you with the process to ensure that your rights are not violated. Be on the safe side and ask for Representation.