



Union E-Board

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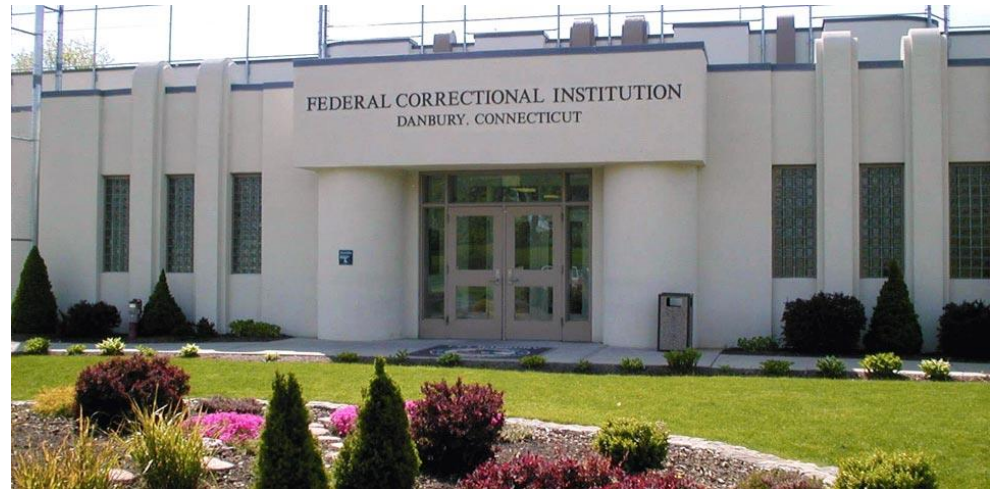
J. Plachinski – GS Vice

D. Rogers – Secretary

E. Klimaszewski – Legal Coor.

AFGE LOCAL 1661

Newsletter – October 2023



Building Bridges

Happy Pumpkin Spice Season, everyone! (It's great and anybody who says otherwise is wrong. Love, Rogers. . .)

The past month has produced a great deal of helpful dialogue in all fields. We have gotten more and more feedback from you, our members, and had the opportunity to bring one of our stewards to this month's LMR. It is also very reassuring to note a continual improvement in our relationship with the management team. Our heartfelt thanks go out to all the executive staff members who are doing their utmost to work with us and all our staff here at FCI Danbury. Each LMR gets better and better, and we're seeing so much more in the way of forward-thinking and productive discussion!

With everyone pitching in, we have faith that the light at the end of this tunnel will continue to grow brighter!

General Updates

As many of you know, we held a special meeting on October 11th to vote on two proposals to management. The first was to eliminate shift conflicts of one hour or less when hiring overtime. The second was to prevent staff who take overtime on their day off from being subject to mandatory overtime. Management has agreed to trial both proposals at LMR for a period of 90 days to give us a window to analyze how the changes impact the staffing and overtime situation at our facility. As always, we appreciate any feedback we get regarding overtime and mandatory overtime. Until we have enough custody staff members on our roster this will continue to be a work in progress, and we will continue to adapt and encourage management to partake in problem-solving with us.

Morale is an issue that walks together with our staffing crisis. Our efforts on this front are constant, and we have begun developing a plethora of ideas to confront staff morale. To paraphrase Mr. Golden, whose participation in LMR was as welcomed as it was fruitful, we need to start focusing on the little things. Focusing on making our working environment as positive as possible will be a benefit to everyone who works here. We recently met with Ms. Ruther about the Employee's Club and provided a donation and a commitment of our support. To bring all these efforts home, we need all of you. Please participate in the events that you can! Start taking advantage of the opportunities that are and will continue to be created for our team. It's all too easy to let yourself get lost in the negativity of the grind, but if we all take the chance on a single ray of sunshine, we can build the team that endures together. Do not let divisiveness and anger stand in the way of some of the finest opportunities we've seen in recent years.

To our teammates on the evening watch and morning watch, please know that you are not abandoned. If you need something, ask! If you know that something could be improved, share! Our team, our family, includes every single person who walks through the doors, day or night.

We are very excited to soon welcome some new folks to our team! There are currently four correctional officers and one plumbing technician in the pipeline for ICT starting at the beginning of November. Please (and we cannot stress this enough) **be welcoming and positive with new staff!** This represents a serious step in the right direction, and we should all do our absolute best to build and, if need be, rebuild the connections that once held together the BOP Family.

Case and National Updates

We are still waiting to hear more regarding the current portal case. Yes, we understand that this has been a long-promised result and we are pulling our hair out trying to get some results, or at least some kind of status. The exasperation is real.

We don't have a great deal about cases that we can publish at this time, but please rest assured that we are working diligently on several cases, proposals, and arbitrations. These are not duties that we take lightly, and we take great pride in the amount of effort we expend on this front. Please feel free to approach us with any questions you might have!

Thank you all.

There's a light at the end of this tunnel.

