



NATIONAL HOMELAND SECURITY COUNCIL

OF THE

American Federation of Government Employees

Affiliated with AFL-CIO

LOCAL 2859

Brothers and Sisters, it is with great regret that we write this Letter. We have reached a cross road with our Labor, Management relationship. As you are all well aware of Management does not play by the same rules that they impose upon us. The National A.F.G.E. council and our Local have tried to negotiate with Management on several issues concerning your well being. They have all fallen on deaf ears.

There are fellow officers being fired for merely making the statement "I don't know". There are Officers that are being suspended, because a manager claims that he or she was disrespected, but can produce no evidence other than the manager's word. Now just picture this, your doing an Inspection and you have an alien who is armed with the information that you must be polite and cordial with him or her. The Alien doesn't like the fact that he or she had to wait in line as long as they did, so they file an allegation against you claiming that you were rude and discourteous to them. Well guess what, you just got yourself a 20 day suspension, whether or not it was true. If you honestly think that this new breed of management is going to protect you. You are very wrong. Just call other Ports of Entry and find out.

You are being paid by the American People to protect them from Terrorists, Drug Smugglers, Alien Smugglers and many other things. The last thing in your mind when you conducting an Inspection or processing an I-90 is, could I be disciplined if I dig to deep or if I make this person mad.

This service has set aside \$105 million dollars just for litigations. So what does this mean? This means that the service has anticipated that there is going to be some law suits but they also have anticipated that most Officers don't have 5 or 6 thousand dollars in the bank to fight back with.

Well the time has come to fight back and this is what we your elected Officials have come up with. We are going to build a legal defense fund. This local will be the first local that has a legal defense fund. But let's get this strait; it's not going to be cheap. The E-Board has voted to raise the dues to \$25 dollars a pay period. I know that seems like a lot, but you will have the piece of mind knowing that you will be defended. We will pay the initial funds up front to start the suit. The Union and you will split %50 percent of any additional costs. Once the suit is settled or you win in a court of law, the legal defense fund will receive a minimum of %5 percent of the settlement or judgment. Of course as the defense fund builds the Local will be able to foot more of the expenses.

Let's get something else strait. This fund is not intending for filing frivolous law suits. It is meant to punish management when they abuse their authority and trust us they are abusing their authority. If you are not a current member you will not have access to the legal defense fund, this fund is only for the use of current members. Those non members will still receive the standard representation.

TO DO FOR ALL THAT WHICH NONE CAN DO FOR ONESELF

There is currently close to 40 million dollars worth of lawsuits that Officers have filed just here in Arizona. That should tell you just what our managers think about us and our Unions. Those Officers had to use their own money to file those law suits. With this Legal Defense Fund you will be able to fight fire with fire.

People, the bureau of customs and border protection and the Tucson Field Office has brought this upon themselves. We thought long and hard about this before we made this decision and frankly CBP has forced us to do this. But rest assured we will never give up fighting for YOU!

Sincerely
You're Elected Officials

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