



**COUNCIL OF PRISON LOCALS 33
WOMEN AND FAIR PRACTICES
NEWSLETTER**

*"As we express our gratitude we must never forget that the highest form of appreciation is not to utter words, but to live by them"-
John F. Kennedy*

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What have I been up to?

The week of January 21, 2018, I attended the 5th district’s training, and the week of February 11, 2018, I attended Legislative/President training in Washington, DC. It was great seeing so many locals from CPL33 taking our voices to Capitol Hill. President’s training was very successful. It’s wonderful watching new leaders come together with seasoned leaders. The week of February 18, 2018, I attended the quarterly Labor Management Meeting, and the week of March 11, 2018, I traveled to Washington, DC and finally on March 28, I took part in the first title 38 compensation panel in the FBOP.

“Justice is never given; it is exacted and the struggle must be continuous for freedom is never a final fact” -
A. Philip Randolph

As we enter into Caucus season, I will be available at each Caucus to meet with any local to assist elected/ap-
pointed officials (Local Fair Practices Coordinators).

Did You Know?

The agency is ordinarily required to complete EEO investigations within 180 days after the filing of your complaint. Should the agency fail to complete the investigation timely, the complainant has the right to request a hearing to the EEOC with a copy to the EEO officer. For more information see Program Statement 3713.24 Discrimination and Retaliation Complaints Processing.

The EEOC will receive a 15-million-dollar funding increase throughout the rest of the fiscal year.

The Equal Employment Opportunity Commission is giving administrative judges (AJ) more flexibility to resolve federal-sector cases depending on individual circumstances. The hope is that the tools will allow cases without merit or with no material facts in dispute to be resolved more quickly and give AJs more time to focus on more complicated cases.





Policy:

On March 3rd, 2018, the updated Staff Uniform and Uniform Allowances policy was sent out to the field. President Young, asked that I work with the agency to ensure that past practices of allowing Correctional Systems and Correctional Counselor staff, to wear the work uniform, remain intact. I worked with the Human Resource Division in this endeavor, and not only did we agree to change the policy to ensure past practices was not changed, we also agreed that the work uniform would now be the primary uniform for these departments.

The policy further limits when the Warden can require the dress uniform. Locals may, at their election, negotiate the dress uniform for specific post as outlined in the Master Agreement, however you are not required to do so.

Case Track

OPM can change your life “OPM can Modify Your Divorce Settlement without your input” The Office of the Inspector General issued a report recommending that OPM cease applying the state court order. (see full article)

https://www.fedmanager.com/featured/2949-yes-opm-can-modify-your-divorce-settlement-without-your-input?utm_source=FEDmanager&utm_campaign=ff3b11071f-FEDmgr_7_24&utm_medium=email&utm_term=0_ccf257c593-ff3b11071f-126267033

The EEOC orders a \$300,000 remedy in Patricia vs DOD. This should be a lesson learned, however, the chances of that is slim. When considering what remedies to request, complainants and their representative should think outside the box. It would be smart to include remedies that the EEOC has already handed down. [www://fedsmill.com/reassignmentdamages#more-6228](http://www.fedsmill.com/reassignmentdamages#more-6228)

The month of April is Autism Awareness Month. CPL33 support those individuals and their families. Individuals with Autism contribute greatly to society, people such as Satoshi Tajiri Creator of Nintendo’s Pokeman, Bill Gates Co-founder of Microsoft Corporation, Steve Job Former CEO Apple and Bobby Fischer Chess Grandmaster just to name a few.



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May is considered “Mental Health Awareness Month (also referred to as "Mental Health Month"). It has been observed in May in the United States since 1949, reaching millions of people in the United States through the media, local events, and screenings.

It is so important that we each take care of each other, that we take the time out to simply say “how are you doing”. Working in a Correctional environment or military service, many suffer from depression, PTSD and other mental issues. Let’s ensure our brothers and sisters know that they have many resources available to them, like EAP which is outlined in article 34 of our Master Agreement and for our vets, Veteran services and CPL33 veteran coordinators. The Battle Buddy Program Statement 3792.09 was published July 12, 2016, with the assistance of Shane Fausey, a true advocate for our vets. Let work to ensure that people are not shamed into asking for help.

“WE MUST BE WILLING TO STAND UP TO INJUSTICE”

Helpful Links:

<https://www.afge.org/take-action/campaigns/safe-prisons-project/>

<https://www.afge.org/cpl33>

<https://www.eeoc.gov/federal/directives/md110.cfm>

<https://osc.gov>

<https://www.mspb.gov>

https://www.bop.gov/resources/policy_and_forms.jsp

Training links:

<https://www.traliant.com/eeoc/compliance> (Free Courses)

<https://www.eeoc.gov> (EEOC Training Institute)



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