



**Connecticut State Prison Employees
AFSCME Local 391**

109 Elm Street
Enfield, CT 06082

January 5, 2005

Office of the Governor
Connecticut State Capitol
Governor M. Jodi Rell
210 Capitol Avenue
Hartford, CT 06106

Honorable Governor Rell:

I am the President of the Connecticut State Prison Employees Union representing over 1800 State Employees; of which a majority are Connecticut Tax paying citizens. Last month I asked AFSCME Council 4's Executive Director Sal Luciano to contact OPM-OLR Director-Linda Yelmini regarding the Department of Corrections (DOC) firing of 3 Correction Officers. I did this because you had previously asked the Presidents to inform your office of any issues so that you would have the opportunity to address them *prior* to any of us going to the Newspapers. Given your honorable position Governor Rell; out of respect for you as a State Official; and as a professional myself...I wanted to afford you the opportunity you requested. Indeed the current matters I am trying to deal with are for me most serious and my efforts are to equitably and fairly resolve these matters in a timely manner for all concerned. Imagine my surprise Governor Rell when I read in the paper that your spokesperson told the reporter that your office was unaware of any issues with the DOC. Indeed Governor Rell it is my hope that this letter will serve as a brief but clear synopsis of just some of the details of the numerous cases at hand; with respect to the "OUTLAWS" and DOC Employees.

- I believe this situation is spiraling out of control and will cost the citizens of Connecticut millions in lawsuits without your intervention. It is not my desire that you intervene in the current Arbitration process; but rather to step in and stop the continuing persecution of law-abiding State Employees. The DOC has already spent countless man hours to include up to 14 investigators and numerous Human Resource and Labor Relations employees that contradict the Commissioner & Deputy Commissioners take on this issue.
- All Chapters operate independently and the CT State Police have testified there has been no criminal activity regarding the CT "Outlaws" or these employees.
- DOC was made aware by the FBI that an employee was a member as early as 2001 and the Administration then took no action; never speaking with the Officer to detail any security concerns, nor did they notify any staff about any Security Concerns. They took no action and believed the employees could associate with this group.
- In 2002 the Waterbury police contacted the DOC regarding 2 more employees they identified (A license plate check came back to the facility as their address, again not hiding affiliation). No action was taken and at no time was the employees contacted regarding any security concerns DOC had.
- I was involved in this issue from 2000 forward as I was the Chief Steward at Northern Correctional Institution where Randy Sabettini worked. Supervisors would come back from training and state Randy and Gary Piscottano were identified as "Outlaws". I instructed Randy to speak with his Supervisors regarding his membership.

- He was told by now retired Lead Warden Larry Myers and current Warden Michael Lajoie that there was no issue with his membership. Retired Lead Warden Myers will be testifying on the Union's behalf and has already provided a statement to DOC to this effect.
- The Union was told that it was the DOC's "understanding, that the Department of Justice has deemed the Outlaw motorcycle club a criminal enterprise". When asked to share this information with me or its employees the DOC said it is confidential.

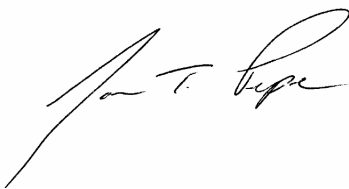
My concern is this...how can an agency fire long term (18, 19, & 14 years) employees with no discipline records and excellent evaluations that sought clarification from their Supervisors? These employees are not fighting to be allowed to remain members (Most if not all were out prior to an investigation being initiated); they are asking that before termination they be notified of any Departmental safety concerns so they can act accordingly. This is standard practice and what we have a 'ROLL CALL' notice for, prior to each shift.

If these are serious safety concerns and the Department did not inform these employees for years that they were in danger, then I believe the Department was and is negligent.

To this day the Staff at the Department of Correction has not been told their association with this organization is a concern nor have they been told discipline will result as required by the Department's own Administrative Directives. In fact the DOC erroneously refers to us as Law Enforcement which we are not. This inquisition is continuing and has expanded into Nurses at the Enfield Correctional Institution (5 months after attendance to a fund raiser for the Enfield food pantry) with the investigators asking about the employees wedding night and who was in attendance. The DOC and UCONN are reaching far beyond their statutory authority and are delving into employee's personal lives, again without any nexus to their employment.

I am asking to meet with you or someone from your office, along with Attorney General Blumenthal as I believe this issue violates these citizens' civil rights and eventually will cost the State millions in lawsuits. You may reach me at the number listed below or call me directly on my cell line at (860) 305-0008. I thank you very much Governor Rell for your valued time and I look forward to hearing from you at your earliest convenience.

Respectfully Yours,



Jon T. Pepe, President
AFSCME, Local 391

CC: Richard Blumenthal-Attorney General
John A. Kissel- Senator
Union Records