

**NLWJC - Kagan**

**Counsel - Box 023- Folder 013**

**Marshal Service – Employment**

# Withdrawal/Redaction Sheet

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. note	Names. [partial] (4 pages)	08/09/1996	P6/b(6), b(7)(C)

### COLLECTION:

Clinton Presidential Records  
Counsel's Office  
Elena Kagan  
OA/Box Number: 8289

### FOLDER TITLE:

Marshal's Service - Employment

2009-1006-F

vz96

### RESTRICTION CODES

#### Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

#### Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

October 2, 1996

Mr. James A. Vissar  
President  
International Union  
United Government Security Officers  
of America  
Suite B4  
7301 North Federal Boulevard  
Westminster, Colorado 80030

Dear James:

Thank you so much for writing to me. I appreciate knowing of your concerns regarding the United States Marshals Service, and I am sorry I was unable to respond sooner.

I have forwarded your letter to the Department of Justice, where staff members will address your concerns; I understand that the Marshals Service has arranged to meet with you.

Sincerely,

**BILL CLINTON**

BC/LIJ/RSM/ech  
(9.vissar.j)

(Corres. #3173495)

cc: Elena Kagan Counsel's Office, Room 125



## U.S. Department of Justice

Office of the Deputy Attorney General

---

Washington, D.C. 20530

September 25, 1996

MEMORANDUM FOR           ELENA KAGAN  
FROM:                       Roger Adams *RCA*  
SUBJECT:                   Vissar Letter

Attached is a draft of the letter to Mr. Vissar that the Marshals Service Director is willing to send. Please let me know if it's what the White House has in mind. My direct number is 514-2707.

Mr. James A. Vissar  
 President  
 United Government Security Officers  
 of America  
 7301 N. Federal Boulevard  
 Suite B4  
 Westminster, Colorado 80030

**DRAFT**

Dear Mr. Vissar:

The President has <sup>asked</sup> ~~directed~~ me to respond to your letter of July 16, 1996 concerning the application of United States Marshals Service work rules to the Court Security Officers (CSO's) employed by private firms with which the Marshals Service contracts.

Initially, it has been a long-standing policy of the Marshals Service to apply to CSO's the same work rules as apply to the Deputy U.S. Marshals who work alongside them. Given the sensitive nature of the work that CSO's perform at federal court facilities in an atmosphere of increased threats from terrorists and other criminals, we think there are sound reasons for ~~continuing this policy.~~ However, ~~I am certainly willing to have a senior Marshals Service official discuss this policy with you. I have asked the USMS General Counsel, Deborah Westbrook, to meet with you at a mutually convenient time to listen to your concerns.~~

*As you have recognized, would be pleased*  
 I must ~~caution~~ <sup>advise</sup> you, however, that while the USMS is willing ~~to meet with you on this subject,~~ we cannot become involved in ~~or discuss~~ any aspect of the ongoing collective bargaining agreement negotiations between your union and General Security Services Corporation. ~~As you acknowledge in your September 12, 1996 letter to John Kraus of the USMS: "We understand the U.S. Marshals Service cannot get involved in labor or contract negotiations, and we are not asking this of you." Accordingly, we will insist that you not raise any issues that are the subject of ongoing negotiations between the United Government Security Officers of America and General Security Services Corporation.~~

Please contact Ms. Westbrook at (202) 307-9054 to schedule a meeting.

Sincerely,

Eduardo Gonzalez  
 Director

cc: Andrew Pierucki  
 Vice President  
 General Security Services Corporation

**DRAFT**

*Deputy's office.*

OK

OFFICE OF THE DEPUTY ATTORNEY GENERAL  
U.S. DEPARTMENT OF JUSTICE  
WASHINGTON, D.C. 20530

FACSIMILE TRANSMISSION SHEET

TO: ELENA KAGAN

FAX #: ( ) 456-1647 VOICE #: \_\_\_\_\_

FROM: Roger Adams  
FAX #: (202) 514-6897 VOICE: 514-2707

THIS TRANSMISSION CONTAINS 2 SHEETS INCLUDING THIS SHEET

\*\*\*\*\*

Special Note(s) THE MARSHALS ARE OIC WITH  
THIS. PLEASE LET ME KNOW IF  
GONZALEZ CAN SEND IT  
Roger Adams

If any page(s) are missing, please call 514-2073 for re-transmission.

Mr. James A. Vissar  
President  
United Government Security Officers  
of America  
7301 N. Federal Boulevard  
Suite B4  
Westminster, Colorado 80030

Dear Mr. Vissar:

The President has asked me to respond to your letter of July 16, 1996 concerning the application of United States Marshals Service work rules to the Court Security Officers (CSO's) employed by private firms with which the Marshals Service contracts.

While there has been a long-standing policy of applying Marshals Service work rules to CSO's, I would be pleased to have a senior Marshals Service official discuss this with you. I have asked the USMS General Counsel, Deborah Westbrook, to meet with you at a mutually convenient time. A member of the Deputy Attorney General's staff will also plan to attend the meeting.

As you have acknowledged in your September 12, 1996 letter to John Kraus of the USMS, "the U.S. Marshals Service cannot get involved in labor or contract negotiations," between the United Government Security Officers of America and the General Security Services Corporation. Accordingly, we should meet on the assumption that we will not discuss any issues that are the subject of these ongoing negotiations.

Please contact Ms. Westbrook at (202) 307-9054 to schedule a meeting.

Sincerely,

Eduardo Gonzalez  
Director

cc: Andrew Pierucki  
Vice President  
General Security Services Corporation

THE WHITE HOUSE  
WASHINGTON

DATE: 9/26/96

TO: *Tom O'Connor*  
*Elena Kagan*  
FROM: White House Counsel  
Room 125, OEOB, x6-7901

- FYI
- Appropriate Action
- Let's Discuss
- Per Our Conversation
- Per Your Request
- Please Return
- Other

THE WHITE HOUSE  
WASHINGTON

DATE: 9/26/96

TO: *Leanne Johnson*  
*Elena Kagan*  
FROM: White House Counsel  
Room 125, OEOB, x6-7901

- FYI
- Appropriate Action
- Let's Discuss
- Per Our Conversation
- Per Your Request
- Please Return
- Other

SEP. -26' 96 (THU) 14:40 USMS-LEGAL COUNSEL

TEL:202 307 9456

P.002



U.S. Department of Justice

United States Marshals Service

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*Director*600 Army Navy Drive  
Arlington, VA 22202-4210

September 26, 1996

Mr. James A. Vissar  
President  
United Government Security Officers  
of America  
7301 N. Federal Boulevard  
Suite B4  
Westminster, Colorado 80030

Dear Mr. Vissar:

The President has asked me to respond to your letter of July 16, 1996 concerning the application of United States Marshals Service work rules to the Court Security Officers (CSOs) employed by private firms with which the Marshals Service contracts.

While there has been a long-standing policy of applying Marshals Service work rules to CSOs, I would be pleased to have a senior Marshals Service official discuss this with you. I have asked the USMS General Counsel, Deborah Westbrook, to meet with you at a mutually convenient time. A member of the Deputy Attorney General's staff will also plan to attend the meeting.

As you have acknowledged in your September 12, 1996, letter to John Kraus of the Marshals Service, "the U.S. Marshals Service cannot get involved in labor or contract negotiations," between the United Government Security Officers of America and the General Security Services Corporation. Accordingly, we should meet on the assumption that we will not discuss any issues that are the subject of these ongoing negotiations.

Please contact Ms. Westbrook at (202) 307-9054 to schedule a meeting.

Sincerely,

A handwritten signature in dark ink, appearing to read "Eduardo Gonzalez".

Eduardo Gonzalez  
Director

09/26/96 13:50

202 514 6887

DAG

003

SEP. 26 96 (THU) 14:40

USMS-LEGAL COUNSEL

TEL:202 307 9456

P.003

cc: Andrew Pierucki  
Vice President  
General Security Services Corporation

THE WHITE HOUSE

WASHINGTON  
August 2, 1996

MEMORANDUM FOR JACK QUINN  
KATHY WALLMAN

FROM: ELENA KAGAN *ek*

SUBJECT: LAW ENFORCEMENT LABOR MATTERS

1. Uniformed Division, Secret Service

One of the Uniformed Division employees with whom we met called to ask for another meeting with you, this time with an officer of the Fraternal Order of Police. Do you want to do such a meeting, or would you like me to say that the last meeting provided us with a fairly complete understanding of the employees' concerns? Setting up another meeting (especially given August vacations and the like) would give us an excuse for not deciding this issue now, which seems to me useful.

*tell the  
we sked  
but for  
and we  
tell them*

2. Marshals Service

The attached letter from the President of the United Government Security Officers of America International Union (UGSOA) complains about certain labor policies of the US Marshals Service. The perceived problem is that the Marshals Service imposes a strict set of work rules -- including a provision specifying that employment is at-will -- on private employees of companies under contract with the Service to provide security. UGSOA argues that this practice interferes with its members' right to engage in collective bargaining because governmental fiat determines certain work rules no matter what the outcome of the parties' bargaining process.

The President has received prior letters from UGSOA on this subject. Each time, the Correspondence Office acknowledged the letter and forwarded it to DOJ. Meantime, the Marshals Service seems to have declined requests to meet with the UGSOA.

Do you have any thoughts about how to deal with this subject?

*let's  
(y.o.)  
Merrill + say  
we need  
guidance  
then  
after  
Randy*

THE WHITE HOUSE

WASHINGTON

August 2, 1996

MEMORANDUM FOR JACK QUINN  
KATHY WALLMAN

FROM: ELENA KAGAN *ek*  
SUBJECT: LAW ENFORCEMENT LABOR MATTERS

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2. Marshals Service

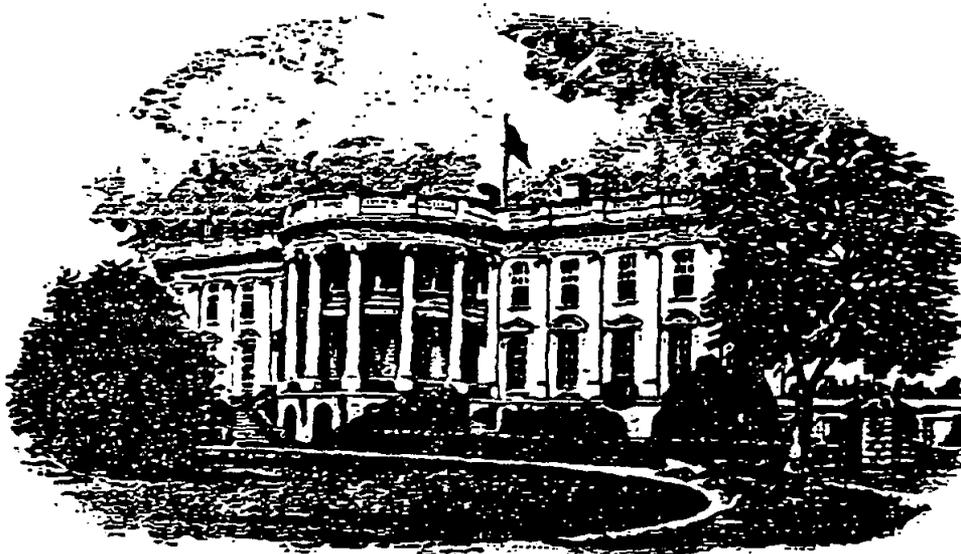
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Do you have any thoughts about how to deal with this subject?



The White House  
Office of Presidential Letters and Messages



facsimile from: Leanne Johnson  
phone: 202-456-5512  
fax: 202-456-5426

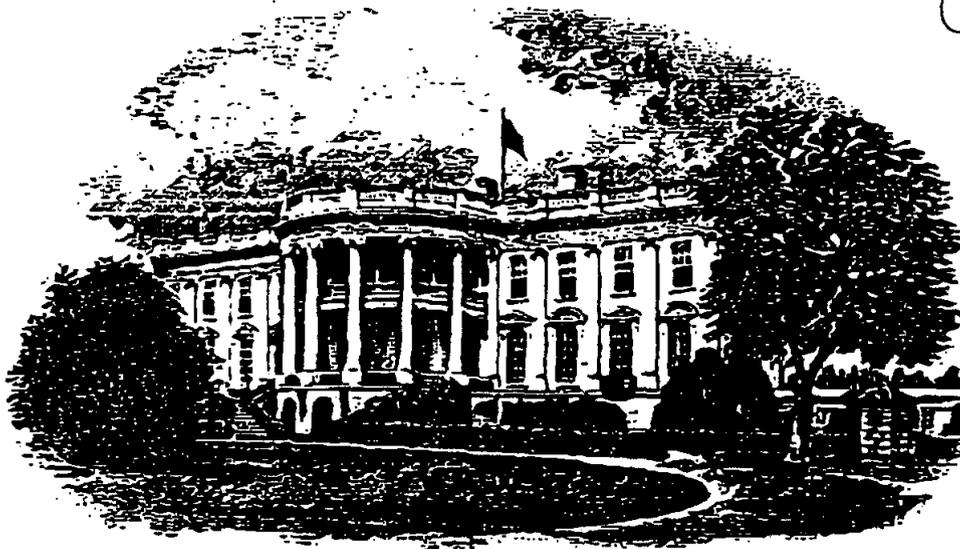
To: JENNIFER O'CONNOR

No. of pages (including cover): 6 Date: 7.29.96

Phone: \_\_\_\_\_ Fax: 65820

COMMENTS: HE JENNIFER: HIS PREVIOUS LETTER (DATED 3/20) ON THIS  
SAME TOPIC WAS FORWARDED TO DOJ (PER YOUR INSTRUCTIONS).  
SHOULD WE DO THIS AGAIN? HE WANTS A SUBSTANTIVE RESPONSE / ACTION  
FROM POTUS. LET ME KNOW IF YOU'D LIKE TO SEE THE 3/20  
INCOMING. THANK LEANNE.

The White House  
Office of Presidential Letters and Messages



Elera -  
Anything  
yet?  
-Jen

facsimile from: Leanne Johnson  
phone: 202-456-5512  
fax: 202-456-5426

To: Jennifer O'Conner

No. of pages (including cover): 10 Date: 8-9-96

Phone: \_\_\_\_\_ FAX: 65820

Comments: Here is the VISA INCOMING Re: US Marshall Service  
Do J's response to previous VISA incoming  
per your request. Thank!



ATTN: WA

## U.S. Department of Justice

### United States Marshals Service Southern District of Illinois

037 U.S. Courthouse  
750 Missouri Avenue  
East St. Louis, IL 62201-2954  
618-483-9336/FAX 618-483-9335

June 10, 1996

**MEMORANDUM TO:** Court Security Officers  
East St. Louis & Benton Offices

**FROM:** William E. Piester  
Chief Deputy U.S. Marshal

*William E. Piester*  
**SUBJECT:** CSO In-District Policy # 96-02.  
CSO CODE OF CONDUCT

#### GENERAL

The integrity of the Marshals Service is dependent upon the conduct of its individual employees - full time, part-time, and contractorial. Consequently, a minimum code of conduct is set forth below to provide guidance in achieving a greater individual standard.

#### RESPONSIBILITIES

Each employee and/or contract employee whose conduct on and off duty reflects upon the Federal government is required to adhere to this code. Each Court Security Officer (CSO) of the contractor must manifest at a minimum the following described behavioral conduct while working under the auspices of the United States Marshals Service. It should be remembered that each CSO has received a revokable Special, Limited Deputation through the U.S. Marshal for the Southern District of Illinois and that each employee is an "at will" employee of their contractor subject to termination at any time. The USM or his designated representative may request the contractor to remove any CSO should it be determined that the CSO is unsuitable for security reasons, or who is found to be otherwise unfit as a Special Deputy U.S. Marshal. Your contractor must comply with any such request. A determination of unfitness may be made from, but not limited to, incidents of misconduct or delinquency as set forth below.

**USMS/CSO POLICY MANDATE**

Page 2.

**CODE****All CSO personnel will:**

1. Be courteous and demonstrate good manners toward the general public, members of Congress, and employees. Maintain a respectful and helpful attitude in all endeavors.
2. Maintain a neat, clean, and business like appearance and comply with CSO dress standards while on duty.
3. Report to work physically fit and mentally alert. Personnel feeling otherwise will make appropriate notification to their supervisor and request necessary relief or instructions.
4. Report any circumstances which may adversely affect their performance on a particular assignment to their immediate supervisor prior to the assignment.
5. Except in an official capacity, not possess or use narcotics, dangerous drugs, controlled substances, or marijuana either on or off duty. Abstain from the consumption or possession of alcoholic beverages while on duty. Do not report for duty or work under the influence of intoxicants or drugs.
6. Ensure weapons are concealed from view when not in use. Weapons will not be inspected, cleaned, handled or exchanged in public areas or in the presence of jury members, prisoners, witnesses, protectees, family members or members of the general public.
7. Secure weapons in a safe place to prevent theft, tampering, or misuse when not being carried.
8. Not engage in any discussion concerning Department of Justice or USMS Internal matters, policies, grievances, or personalities; and financial, personal, or family matters with jury members, prisoners, witnesses, protectees, family members, the public or any known associate of the above.
9. Not entertain, socialize, or enter into business arrangements with, give legal advice or grant special favors to, or accept gifts or payments from jury members, prisoners, witnesses, protectees, or family members and friends of the above.
10. Not allow jury members, prisoners, witnesses, protectees, or their family

**USMS/CSO POLICY MANDATE**

Page 3.

members and friends into the employee's home or living quarters (temporary or permanent).

11. Not visit a detail assignment site during nonduty hours or allow their family members and friends to visit a detail site or operational area. An exception may be granted by the appropriate Division Chief or management official for persons employed or contracted as matrons or guards.
12. Not gamble or enter into games of chance with prisoners, witnesses, jurors, or protectees. Not gamble or unlawfully bet or promote gambling on government owned or leased premises.

This list of examples is not meant to be, nor is it, a complete list of examples or misconduct or delinquency, but rather a listing of the more prevalent standards.

**PENALTY**

Each violation carries the maximum penalty of **REMOVAL**.

**CRITICAL STATEMENTS**

Philosophy of the Merit System Protection Board on: *Disrespectful Conduct*.

"An employer has the right to expect that, should a supervisor lose the respect of his staff, he would do so through the shortcomings he demonstrates to the various employees, not through the gratuitous circulation of defamation by a single disgruntled employee."

"*Defamation*" has been defined as "an attack on the reputation of another, that is to say, the unprivileged publication of false statements which naturally and proximately result in injury to another." Words that "produce any perceptible injury to the reputation of another, either generally or with respect to a person's occupation are called "defamatory." In addition, a communication that "tends so to harm the reputation of another as to lower him in the estimation of the community or to deter third persons from associating or dealing with him, or ... tends to expose him to public hatred, contempt, or ridicule" is defamatory....

"*Slander*" is defamation by oral expressions or transitory gestures. The essential elements of slander include the following: (a) A false and defamatory statement concerning another; (b) an unprivileged communication; and (c) fault amounting at least to negligence on the part of the publisher. Whether the plaintiff in a slander action must show actual harm depends on the character of the defamatory statement. When the statement tends to injure a party in his trade, business, office, or occupation, it constitutes slander *per se* and it therefore

**USMS/CSO POLICY MANDATE**

**Page 4.**

requires no proof of special damages.

**PENALTY**

Removal.

**INSUBORDINATION**

A precise and understandable order which is deliberately refused to be obeyed by a subordinate employee - when the order was given by a person with the authority to give the order.

**PENALTY**

Removal.

THE WHITE HOUSE  
WASHINGTON

August 28, 1996

Jamie S. Gorelick  
Deputy Attorney General  
Main Justice Building, Room 4111  
10th and Constitution Avenue, N.W.  
Washington, D.C. 20530

Dear Ms. Gorelick:

I am forwarding to you a letter to the President from James Vissar, President of the United Government Security Officers of America, regarding labor practices of the U.S. Marshals Service. I am also forwarding, as background, some prior correspondence involving Mr. Vissar. I would appreciate your advising this office as to an appropriate response.

Very truly yours,



Elena Kagan  
Associate Counsel  
to the President

James A. Vissar  
President

Matthew J. Becker  
Vice President

Louis E. Smith  
Financial Secretary Treasurer

178306



**International Union  
United Government Security Officers of America  
UGSOA**



7301 N. Federal Blvd. • Suite B4 • Westminster, Colorado 80030  
Phone (303) 650-8515  
Fax: (303) 650-8510

July 16, 1996

The Honorable William J. Clinton  
Office of the President  
The White House  
1600 Pennsylvania Avenue  
Washington, D.C. 20500

Dear President Clinton:

United Government Security Officers of America-International Union is a labor organization that represents federally contracted security officers nationwide.

Among the contract officers we represent are federal court security officers in 28-cities contracted to the United States Marshals Service.

We are currently in contract negotiation with the contractor, General Security Services Corporation (GSSC). Contract negotiations under the labor law require the company to negotiate "work rules" with the Union. However, the United States Marshals Service feels that they are above federal labor laws by simply implementing work rules that should apply to federal government workers and not privately contracted workers.

Since organizing court security officers throughout the U.S. the U.S. Marshals Service has openly defied the workers right to organize by making statements "if you don't like it here, find another job" or "if you join a union look for another job." Now they are forcing the workers to sign for U.S. Marshals Service work rules and even more blatant, they have put in writing they operate under an "at will termination" policy. We have had more than ten of our union members fired or disciplined because of U.S. Marshal Service rules. We have tried to talk to the U.S. Marshals Service on these issues only to have them ignore or refuse to meet with us.

What I find most disturbing Mr. President, is the attitude of this government agency. We were led to believe the Democratic Party and your Administration was PRO LABOR. If this is so, we have not seen this from the U.S. Department of Justice or U.S. Department of Labor. We have requested meetings with the Democratic appointees from the U.S. Department of Justice, U.S. Marshals Service, and the White House to elaborate on some of these ongoing problems only to have them turn their backs on us.

We only ask for DUE PROCESS for our members. Our workers cannot have job security with

The Honorable William J. Clinton

Page Two

July 16, 1996

35 government work rules and 67 company work rules. When a Democratic Appointee has the authority to tell a worker "you are not happy here, you are fired." Or give disciplinary action to a worker for getting a parking ticket on a city street . . . it is hard for us to believe the Democratic Party is PRO LABOR.

We only control 300,000 labor votes, I believe the Democratic appointees feel we are too small to bother with. This is the third letter that we have written your office asking for assistance on such issues. We have received warm responses, but no action on our request. Our only request is that someone from within your administration meet with us to discuss these ongoing problems.

Sincerely,



James A. Vissar  
President

cc The Honorable Paul Simon  
The Honorable David Skaggs  
The Honorable Jerry F. Costello



# U.S. Department of Justice

## United States Marshals Service Southern District of Illinois

ATTN: WA

637 U.S. Courthouse  
730 Missouri Avenue  
East St. Louis, IL 62001-3964  
(314) 423-9316/FAX (314) 423-9335

June 10, 1996

**MEMORANDUM TO:** Court Security Officers  
East St. Louis & Benton Offices

**FROM:** William E. Piester  
Chief Deputy U.S. Marshal

*William E. Piester*  
**SUBJECT:** CSO In-District Policy # 96-02.  
CSO CODE OF CONDUCT

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**USMS/CSO POLICY MANDATE**

Page 2.

**CODE**

All CSO personnel will:

1. Be courteous and demonstrate good manners toward the general public, members of Congress, and employees. Maintain a respectful and helpful attitude in all endeavors.
2. Maintain a neat, clean, and business like appearance and comply with CSO dress standards while on duty.
3. Report to work physically fit and mentally alert. Personnel feeling otherwise will make appropriate notification to their supervisor and request necessary relief or instructions.
4. Report any circumstances which may adversely affect their performance on a particular assignment to their immediate supervisor prior to the assignment.
5. Except in an official capacity, not possess or use narcotics, dangerous drugs, controlled substances, or marijuana either on or off duty. Abstain from the consumption or possession of alcoholic beverages while on duty. Do not report for duty or work under the influence of intoxicants or drugs.
6. Ensure weapons are concealed from view when not in use. Weapons will not be inspected, cleaned, handled or exchanged in public areas or in the presence of jury members, prisoners, witnesses, protectees, family members or members of the general public.
7. Secure weapons in a safe place to prevent theft, tampering, or misuse when not being carried.
8. Not engage in any discussion concerning Department of Justice or USMS Internal matters, policies, grievances, or personalities; and financial, personal, or family matters with jury members, prisoners, witnesses, protectees, family members, the public or any known associate of the above.
9. Not entertain, socialize, or enter into business arrangements with, give legal advice or grant special favors to, or accept gifts or payments from jury members, prisoners, witnesses, protectees, or family members and friends of the above.
10. Not allow jury members, prisoners, witnesses, protectees, or their family

**USMS/CSO POLICY MANDATE**

Page 3.

members and friends into the employee's home or living quarters (temporary or permanent).

11. Not visit a detail assignment site during nonduty hours or allow their family members and friends to visit a detail site or operational area. An exception may be granted by the appropriate Division Chief or management official for persons employed or contracted as matrons or guards.
12. Not gamble or enter into games of chance with prisoners, witnesses, jurors, or protectees. Not gamble or unlawfully bet or promote gambling on government owned or leased premises.

This list of examples is not meant to be, nor is it, a complete list of examples or misconduct or delinquency, but rather a listing of the more prevalent standards.

**PENALTY**

Each violation carries the maximum penalty of **REMOVAL**.

**CRITICAL STATEMENTS**

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"An employer has the right to expect that, should a supervisor lose the respect of his staff, he would do so through the shortcomings he demonstrates to the various employees, not through the gratuitous circulation of defamation by a single disgruntled employee."

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**USMS/CSO POLICY MANDATE**

**Page 4.**

requires no proof of special damages.

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# Withdrawal/Redaction Marker

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. note	Names. [partial] (4 pages)	08/09/1996	P6/b(6), b(7)(C)

### COLLECTION:

Clinton Presidential Records  
Counsel's Office  
Elena Kagan  
OA/Box Number: 8289

### FOLDER TITLE:

Marshal's Service - Employment

2009-1006-F

vz96

### RESTRICTION CODES

#### Presidential Records Act - [44 U.S.C. 2204(a)]

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- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

#### Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

James A. Vissar  
President

Matthew J. Becker  
Vice President

Louis E. Smith  
Financial Secretary Treasurer

P  
89806



# International Union United Government Security Officers of America UGSOA



7301 N. Federal Blvd. • Suite B4 • Westminster, Colorado 80030  
Phone (303) 650-8515  
Fax: (303) 650-8510

March 20, 1996

The Honorable William J. Clinton  
Office of the President  
The White House  
1600 Pennsylvania Avenue  
Washington, D.C. 20500

Dear President Clinton:

I am writing with a concern that we feel is a direct insult to the Labor movement.

United Government Security Officers of America-International Union represents federal court security officers throughout the United States.

Recently, some of our members attended a training session in Glynco, Georgia sponsored by the United States Marshals Service. [REDACTED] a federal employee employed by the U.S. Marshals Service greeted the court security officers with the following "How many of you are union members?" Several members present raised their hands. [REDACTED] then stated "you ought to find another career field." Also present were members of other locations that are voting on becoming union members next month. We will now monitor our organizing drive very closely: [001]

This type of behavior is a direct insult to the labor movement and severely strains the relationship we have enjoyed with the Democratic party. I cannot believe that a federal employee would make this type of statement. This is the third such incident that we have had by U.S. Marshal Service employees over retaliation of unionized court security officers.

We cannot believe that the U.S. Marshal Service believes they are above the law of the United States.

I would think an apology would be in order to the members of UGSOA who was present for this training. I am further requesting that all retaliation by the U.S. Marshal Service implied toward this union cease.

The Honorable William J. Clinton  
March 21, 1996  
Page Two

We are hard working Americans who have the protected right to be organized under federal labor laws.

Thank you for your attention to this matter

Sincerely,



James A. Vissar  
President

JAV:lmb

cc: The Honorable Albert Gore  
The Honorable Janet Reno  
The Honorable Robert Reich  
The Honorable Edward Kennedy  
The Honorable David Skaggs  
Mr. Eduardo Gonzalez, Director, USMS

ON MARCH 12, 1998, WHILE ATTENDING THE U.S. MARSHALS COURT SECURITY ORIENTATION AT SAVANNAH, GEORGIA, ONE OF THE INSTRUCTORS ASKED THE CSOs IF ANY BELONG TO THE "SO CALLED CSO UNION." ABOUT 10 CSOs AND I RAISED OUR HANDS. THIS INSTRUCTOR THEN ASKED WHY. AND FOLLOWED UP WITH "WHY TRY TO CHANGE IT . . . IF YOU DON'T LIKE THE JOB JUST GET OUT." I AND SEVERAL OTHERS STATED WE WERE TRYING TO IMPROVE OUR WORKING CONDITIONS AND ENHANCE COMMUNICATION BETWEEN THE CSOs, OUR CONTRACTOR, AND THE U.S.M.S. AGAIN. THIS INSTRUCTOR STATED "IF YOU DON'T LIKE IT, QUIT."

WHEN YOU HAVE LARGE NAME TAGS WHERE YOU'RE SEATED AND ASKED TO RAISE YOUR HAND ON A SUBJECT SUCH AS THIS IT HAS A VERY INTIMIDATING NATURE TO IT.

P6/(b)(6), (b)(7)(c)  
LOCAL # 89, ST. LOUIS, MO.

[001]

AUG 8 '96 13:33 FR USMS CONG-PUB AFFAIRS 03 557 9783 TO 912025144507

P.04



U.S. Department of Justice

United States Marshals Service

Director

600 Army Navy Drive  
Arlington, VA 22202-4310

APR 22 1996

MEMORANDUM TO: United States Marshals  
Chief Deputy U.S. Marshals  
Division Chiefs

FROM: Eduardo Gonzalez   
Director

SUBJECT: Employee Unions

It has come to my attention that there have been several instances where statements have been made related to union membership by Marshals Service or contractors' employees which could be interpreted as conveying anti-union sentiments or discouraging union membership or representation.

As you know, the Marshals Service has a number of unions which represent certain of our employees as well as contract employees. These employees and contract employees have the right under the law to union representation, and the unions have the right to represent their respective members. While some may not personally agree with these rights, as managers we must all respect them. Accordingly, you are to avoid making any statements or taking any actions which can be construed as being anti-union or which discourage union membership or participation.

If you have any questions concerning union membership, representation or activities, please contact the Office of General Counsel at (202) 307-9054 for guidance.

FUG 6'96 13:32 FR USMS CONG-PUB AFFAIRS 03 557 9783 TO 912025144507 P.02



U.S. Department of Justice  
United States Marshals Service

Director

600 Army Navy Drive  
Arlington, VA 22202-4210

May 9, 1996

Mr. James A. Vissar  
President  
United Government Security Officers  
of America  
7501 N. Federal Boulevard  
Suite B4  
Westminster, Colorado 80030

Dear Mr. Vissar:

Thank you for your correspondence to President Clinton concerning comments allegedly made by [P6/(b)(6)] during a Court Security Officers' (CSO) training session. [001]

[P6/(b)(6)] is a part-time contract consultant who provides training to CSOs at the Federal Law Enforcement Training Center in Glynnco, Georgia. We have asked [P6/(b)(6)] as well as the U.S. Marshals Service instructors who monitored the class, their recollection of events in this regard. The statements submitted by these individuals indicate that during a class on topics which included CSO duties and responsibilities, such as CSO supervision, specific duties, hours of duty and lunch breaks, [P6/(b)(6)] asked how many of the students were members of a union. Several members of the class raised their hands. [P6/(b)(6)] stated that in his opinion, as a retiree for whom this work is essentially a supplementation of retirement benefits, if he were in a position where he felt he were being unfairly treated, he would simply pursue different employment. This statement was made in the context of a retired law enforcement officer addressing a group of which the vast majority were retired law enforcement officers on pursuing retirement without conflict. [001]

[P6/(b)(6)] statement was solely his personal opinion, and not representative of the Marshals Service's policy. Further, [P6/(b)(6)] has stated his comments were not intended to be construed as anti-union in any way. The employees monitoring the class confirmed [P6/(b)(6)] representations regarding the incident. In addition, we conducted a random survey of other class attendees. The results of that survey indicate that, for those attendees who even recalled any statements being made pertaining to the union, they did not [001]

AUG 9 '96 13:33 FR USMS CONG-PUB AFFAIRS 03 557 9703 TO 912025144507 P.03

consider [P6/(b)(6)] statements to be anti-union or as discouraging them from joining a union. While we regret that an amendeé may have misunderstood [P6/(b)(6)] remarks and felt intimidated, our research indicates that anti-union sentiments were not shared by others in the class. [061]

To avoid any misunderstanding, I have instructed all Marshals Service managers to avoid making comments or taking actions which might be perceived as being anti-union or discouraging union membership or participation. A copy of my memo is attached.

I trust this has been responsive to your correspondence.

Sincerely,

  
Eduardo Gonzalez  
Director

Enclosure