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Website: www.uscso.org
Email: info@uscso.org
Phone (845) 486-4260
35 Market St, Suite # 30
Poughkeepsie, NY 12601

Special points of interest:

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NEW EMPLOER**

- **US BUDGET**
- **BENFITS OF
UNION MEMBER-
SHIP**

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COURT SECURITY NEWS

for the

United States Court Security Officers Union

USCSO

TRANSITION TO A NEW EMPLOYER

Dear fellow: CSO'S-SSOs-LCSOs-LSSOs & SLSSOs.

Thank you for being patient in waiting for USCSO to issue a newsletter. We have been extremely busy with our transition to a new contractor. This has been the most challenging transition to date as new rules and regulations are in place, and **new collective bargaining agreements** needed to be negotiated with numerous circuits. This is a long and arduous process as each circuit needs to be negotiated separately, and the wage increases are different for each location. As a legacy issue, many units belonging to USCSO have in the past have belonged to other unions and negotiated different items in their contracts. USCSO's goal is to over time bring all these items in line with all other districts. This pertains to wages and benefits. We need to remember that USCSO represents over half the CSO/SSOs in the country and tries to cater to the needs of each of our units. This is the reason why all CSO/SSOs need to unite under one banner so that all CSO/SSOs can be treated equally when wages and benefits are negotiated. US Budget issues.

UNITED STATES BUDGET

The **CSO program** is funded by the US government's budget and is **NOT immune** from budget cuts or reduced increases. If the government is not fully funded, **Yes**, the CSO program is as impacted as a whole. Remember that "decreased spending" means **DECREASED CSO/SSO HOURS**. This means shared (part time) workers will get less hours, and if the cuts back are that severe mean fulltime position may also be cut. Because of proposed budget cuts USCSO anticipates reduced increases in future wage negotiations. If the government is looking to cut their budget **you are part of that** and the largest cost in the program is your wages & benefits. The years of getting 4% and 5% wages increases may be over. As always USCSO will do our best to attain the highest increases for CSOs/SSOs throughout the country, but this incoming administration is **NOT LABOR FRIENDLY** and will look to decrease the budget through wage stagnation or cuts.

USCSO BENEFITS

USCSO is the only union representing **your fellow LSCOs, LSSOs, CSOs & SSOs** that provides the membership with extensive benefits, and the decision to award these benefits is made by **your fellow LSCOs, LSSOs, CSOs & SSOs**. Why and how can USCSO offer these benefits? Because we know the hazards that go along with being a **professional law enforcement officer**. At any moment you can be subject to a deadly physical force incident. No this job does not seem as dangerous as our past professions but it can be just as deadly. This has been proven by the killings of 3 CSOs and the **numerous CSO involved shootings** and physical confrontations nationwide. Some of these causing serious injuries to the CSOs involved. Because of this USCSO has developed a plan to represent it's membership. Included is if they are involved in a deadly physical force incident, questioned by any law enforcement agency, and a death (benefit) and disability payment if they are killed or "disabled" in a deadly physical force incident and cannot work in the CSOs program. **Provided only by USCSO**. Please encourage your fellow LSCOs, LSSOs, CSOs & SSOs around the country to join us.

NEW DUES CHECK OFF CARDS

USCSO will also need each member to sign a new "Dues Check Off Card" for payroll deductions with Walden Security. The "Dues Check Off" method **does not automatically continue** from one employer to another. There is no need to sign a new "Membership" card with USCSO as your membership continues regardless of the company that employs you.

As we start the process to negotiate a new contract the has the "dues check off" section in it. All union members are still required to pay union dues and by law & USCSO Constitution, USCSO must enforce this. We know the dues check off method is extremely convenient but the provision is not available until a new contract is signed. So each member must continue to fulfill their obligations and send in their dues. Please see your Unit Vice President for various way to send in your union dues.

This question is often asked by a new employee or one who may be opposed to paying a fair share of membership dues. We know that dues are the life blood of any union. Without mentioning the economic and working conditions of a collective bargaining agreement, you can answer with two words. Those words are **JUST CAUSE**.

USCSO contracts provide that any discipline or discharge must be for **just cause**. Not "cause" as the law reads without a collective bargaining agreement. It is the cornerstone of any collective bargaining agreement. Also are they many benefits USCSO provides for it membership in their time of need. Especially legal services if you are involved in a Deadly Physical Force incident. Would you have gone out on patrol in your previous job without this? Does any other union guarantee these benefits to you, or are they just a "promise" or a wink and a node? And the decision to provide you with these benefits under USCSO is made by your WORKING fellow LCSOs, LSSOs, CSOs, & SSOs.

USCSO'S MISSION

USCSO's objectives are 1) Securing all LSCOs, LSSOs, CSOs & SSOs under one banner of a national CSO union and 2) providing the best possible representation to Court Security Officers nationwide. Nothing short of that is acceptable and your representatives strive daily to make this a reality. USCSO has helped to unite thousands of smaller independent groups of LSCOs, LSSOs, CSOs & SSOs into USCSO, and other districts to shed their burden of paying dues to useless guard unions. As a professional law enforcement officer why would you ever seek the assistance of a security guard for job related information they are not LSCOs, LSSOs, CSOs & SSOs ? Help us by spreading the word.

**UNITED STATES
COURT SECURITY OFFICERS UNION**



"THE ONE TRUE UNION FOR CSOs"

We're on the web!

WWW.USCSO.ORG

This newsletter is only sent electronically to the email of our membership. Please inform your union representation of your current email address or email

35 Market St.
Suite # 30
Poughkeepsie,
New York, 12601

Mailing Address
PO Box #430
Walker Valley
New York, 12588

Office: 845-486-4260
Fax: 800-967-0798
Email: info@uscsso.org

Links Section

COURT SECURITY OFFICER SERVICES - Federal Business Opportunities: link <http://www.fbo.gov>
Then scroll down to agencies, select Department of Justice, and select "12 Offices" Scroll down and select "US Marshals Service"

Company websites: **Ahtna**— <https://www.ahtna.com> **Centerra Group** — <http://centerragroup.com/>
- Walden Security—<http://www.waldensecurity.com> **Paragon Systems**—<http://www.parasys.com>

Executive Orders —<https://www.whitehouse.gov/presidential-actions>

Wage Determinations OnLine.gov Go to:
https://beta.sam.gov/search?keywords=&sort=-modifiedDate&index=wd&is_active=true&page=1

PART 4—LABOR STANDARDS FOR FEDERAL SERVICE CONTRACTS *Important* <https://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&sid=99c9a20e960f56be66f17ae91b52c888&rgn=div5&view=text&node=29:1.1.1.1.5&idno=29>

Congressional & Senate voting records. <https://www.govtrack.us/congress/votes>

Congress.gov <https://www.congress.gov/roll-call-votes>

Senate.gov https://www.senate.gov/legislative/votes_new.htm

National Labor Relations Board (NLRB) <https://www.nlrb.gov/>

Stan Cooper's remembrance on "Officer Down" Memorial Page.
<http://www.odmp.org/officer/20207-special-deputy-marshal-stanley-w-cooper>

Harry Belluomini remembrance on "Officer Down" Memorial Page.
<http://www.odmp.org/officer/358-special-deputy-marshal-harry-a-belluomini>