



# Does FCI Deserve A Chance?

FCi wants a chance to show everyone what a great Company they are. The employees at the Vermont Service Center experienced first hand how well FCI handled the transition.

## Here is what they did:

- ▶ Routinely overpaid or underpaid employees and arbitrarily added paid time off or took paid time away from employees' leave balances.
- ▶ Were unable to provide direct deposits of pay checks into employees' banks accounts for first few payroll periods (FCi said this was the "bank's fault.")
- ▶ Told employees they only had to pay Health and Welfare benefits to employees for hours worked. So no H&W benefits would be paid when employees were on vacation, paid leave, etc. When the Union informed them that the Service Contract Act (SCA) required them to pay H&W benefits for all hours paid (not worked) they quietly made the change but did not tell employees they had given them erroneous information.
- ▶ Did not enroll employees into health insurance programs in advance. Employees found out at their doctor's office that they were not enrolled. The Company blamed the insurance company.
- ▶ Were unable to successfully transfer security clearances. They blamed the federal government for this and made employees fill out the same forms multiple times and then left these forms, which contained sensitive information like Social Security numbers, laying all over desks in plain view.

The employees were very glad they had the Union through which they fought back and won the pay, benefits and working conditions they deserved. Without the Union these problems would have persisted and some may never been resolved.



*"When FCI first took over at the Vermont Service Center, the Company promised us that we would love working with them and promised many improvements.*

*"Instead, the first few months were a complete disaster. The Company messed up payroll, our health insurance and our security clearances. It took weeks for the Company to straighten all of this out though they continued having problems getting payroll right for **two years**. Some employees were overpaid, and the Company demanded repayment while others were shorted wages and had to wait days for a separate check to arrive. It got so bad, the site manager started writing checks out of her personal account to cover missing wages.*

*"It was only because we organized with UE that we were able to fight back and address the many problems that arose daily. I have heard FCI is asking you to give them a chance. We were so glad that we had our union to protect us when we were bombarded with all of the Company's missteps. If we didn't have a union it would have been even worse than it was. I encourage you to join UE today."*

**Kelly Levick, General Clerk 1 & Chief Steward**

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