



OFFICERS
Tim Drea, President
Pat Devaney, Secretary Treasurer

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September 27, 2023

The Honorable Colette Peters, Director
Bureau of Prisons
U.S. Department of Justice
320 1st St NW
Washington, DC 20534

Dear Director Peters:

We are writing to emphasize the critical importance of retaining the highly trained and dedicated personnel at USP Thomson. The key to retaining these highly trained and skilled employees is to continue offering the 25 percent retention pay. The retention pay is critical to maintaining the staffing level necessary to allow the Thomson personnel to do their jobs safely and effectively. Removing the retention pay will have a significant negative impact on the staffing level at the prison. This will result in a decreased ability to advance the provisions of the First Step Act and reduce the overall safety of staff and the inmates they are sworn to protect.

In today's rapidly evolving and competitive landscape, the institution's success is deeply rooted in the knowledge, skills, and experience of the personnel at USP Thomson. The individuals who make up our team have undergone extensive training and have proven themselves to be invaluable assets to our organization. Without the retention incentive, staff will likely choose to leave the institution, leaving it even more understaffed for the new mission and putting everyone at greater risk of an incident. Since receiving the retention pay at Thomson, over 200 staff have still decided to leave due to the reasons described below. The staff, inmates, and community can't afford to lose the remaining qualified and trained staff.

Over 33% of the current staff have already written to the union stating that they will have to leave USP Thomson if Director Peters' cuts are implemented. Setting up USP Thomson for success should be paramount for everyone at the Federal Bureau of Prisons. The employees at the Thomson Prison possess a deep understanding of the unique challenges and bring a high level of expertise to this institution. There have previously been severe hiring and retention issues due to a lack of housing, adequate schools, cost of living and other issues related to USP Thomson. Removing the retention pay will only force more staff to move on from this institution and its new mission. It is hard to understand how this will be a successful transition as you double the inmate population without taking steps to secure the staffing levels necessary to execute this transition.

ILLINOIS STATE FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

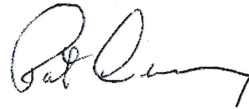
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I urge you to join me in recognizing the value of the dedicated employees at US Thomson and to prioritize their retention as a top organizational goal. By doing so, we can ensure the continued success of USP Thomson and its dedicated staff. Thank you for your attention to this matter and for your consideration of our requests.

Sincerely,

A handwritten signature in black ink, appearing to read "Tim Drea". The signature is fluid and cursive, with a long horizontal stroke at the end.

Tim Drea
President

A handwritten signature in black ink, appearing to read "Pat Devaney". The signature is cursive and somewhat stylized, with a long horizontal stroke at the end.

Pat Devaney
Secretary Treasurer