

John Ripley for BCFPE Union President - BELIEVE IT!

Hello, my name is John Ripley, a Correctional Lieutenant with over 23 years of distinguished service. I have years of experience with policy development and audit compliance. This experience has given me a solid understanding of departmental and County policies in accordance with our Memorandum Of Understanding (MOU), County, State and Federal Regulations/Laws that govern us all. My experience gives me the ability to articulate our needs and I have the determination to see our fights through to the end. In my career, I have demonstrated dedication, time management, diplomacy, and the critical leadership skills necessary to be our most successful Union President. With a "NO EXCUSES - JUST RESULTS" attitude, TOGETHER we will make a difference! I will continue to strive to bring respect to our bargaining group and its members by making us a united force that will no longer just settle.

I am currently eligible for retirement and the most important issue for me is protecting our pension and healthcare systems from further losses. I will not stand by while benefits are stripped away without an organized fight.

Since being elected as BCFPE Union President in 2008, I have aggressively pursued union matters for all members! Actions Are Louder Than Words and this is just some of what we have done under my leadership:

1. Highest Union Membership in over 17 years
2. BCFPE is fiscally responsible and strong! (Dedicated more than 100,000 dollars for the 2010 Binding Arbitration Initiative)
3. November 2010 led the Union Coalition to PASS the Baltimore County Referendum Question "A" for Binding Arbitration and is now in law!
4. Influential in the 2014 Baltimore County Primary & General Elections
5. Initiated regular Proactive Labor Management meetings with Management
6. Held regular worksite visits at facilities all around the County
7. Communicated information to members via Website, Emails, Facebook & Twitter
8. Surpassed the member threshold need to make it a "Condition of Employment" for all new employees to join the union or pay a service fee!
9. Negotiated Job Securities during the worst economic downturn in recent history.
 - No Layoff and No Furloughs
 - Guaranteed Scheduled Step and Longevity Increases
 - 3% Bonus November 2014 & 3% COLA July 2015
10. Continue to received Outstanding AFT Financial Audit Scores
11. Successfully organized BCFPE events;
 - Orioles Nights at Camden Yards
 - Rally Nights in Annapolis
 - Food drive for AFL-CIO
 - Notary Public Service for members

12. Aggressively pursued grievance matters and have been victorious at all levels
 - *Has been influential in development of several Departmental Policies through the Federation Grievance Process
 - *Utilization of the MOU Leave Donation Provision with annual leave donations for needy bargaining group members.
 - Has WON Grievances at all levels
 - Numerous cases dismissed or reduced at departmental levels
 - 16 termination cases reinstated and one demotion reversed
 - Cases dismissed or reduced at the Office of Administrative Hearings level
 - Cases dismissed or reduced at the P.S.A.B. level
 - Grievance / Unfair Labor Practices pursued and won in Arbitration

"United We Stand - Divided We Beg"

**Send me your comments or concerns to
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