

Ken Jeske, Administrator

Shawn Haywood, Deputy Administrator

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RE: Let My Voice Be Heard

Hello,

My name is Jeffery , I have worked for OCE Print Shop for the past 39 months. I'd like to start my voice off with everything that has gone right for me. The current customers and concerned citizens that are inquiring about AIC's working for OCE Print Shop should know personally that OCE has offered me some marketable skills that will help me when I re-enter back into society's work force.

I have learned to work as a team player, along with gaining communication skills that will help me become successful in my drive towards helping more disadvantaged people realize they too can be a success. I can't give all the credit to OCE alone, because I have self-motivation that you can't teach for your own success in the future.

When I was interviewed for the position in the print shop, the question they asked me that stuck out was, whether or not I was involved with any of the clubs that are offered here at OSCI. They stated that they promote their workers to get more involved and participate in the boards of these clubs of our choice. Due in large part to that, I am now President of Weusi Umoja.

Now, I also believe that we as AIC's (slaves) need more diversity in our pay scale, and better work communication that's not slave/slave owner mentality. OCE could be on the front line towards Prison reform by treating AIC (slaves) like human beings and giving all AIC's the opportunity for equality. They could offer better incentives to all of their employee's (OCE & AIC). Sure, we do receive cinnamon rolls, (That cost about a total of \$50.00 for everyone that's employed by OCE at OSCI to receive two cinnamon rolls), and our annual OCE BBQ appreciation every year. That isn't really a meaningful OCE appreciation because even people that don't work down in OCE see the same benefits as myself and my co-workers. The cinnamon rolls aren't healthy for someone like myself, so I always give mine to another AIC, that they can enjoy the appreciation that OCE is trying to offer us.

The OCE Print shop system has so many other flaws on how they treat their workers (Slaves). As I mentioned earlier, the pay scale diversity needs to be seriously looked into. For this shop to help the AIC (slave) self-rehabilitation we need to feel more appreciated, and be treated as a company member, not slaves. The way OCE pays us as a whole isn't helping with growth and development for our futures. We are payed 1% to 2% of the wages that we would be making if we were working the same job outside of prison, with actual benefits (this in reference to Jeff Tuttle's statement, that "our pay is equivalent to us getting payed \$22.00 hours"). OCE, along with ODOC, have made our pay less than .01% of a living wage, by raising our canteen prices -- an 8oz. bag of coffee that was \$2.85 in the early 1990's now costs \$10.71 -- but my pay has not increased once in that period. Meanwhile, ODOC has only found more ways to take money out of my spending account. Like phone calls, that are so much higher than we can afforded on the wages that we receive. This puts a mental stress on the way we see the racial, bias, and slave-driven conditions that we work in without any real help to work on self for future success.

We know what practice can do to anyone that's trying to achieve any type of goal in life. OCE has been practicing this slave owner mentality for so long that it's normal for them and the AIC's (slaves). So OCE is treating their employees as less than people, but expecting perfection in work production from all of their employee's. OCE won't help the AIC's (slaves) self-rehabilitation without stepping back and hearing us. Not talking down to us like we are lucky to get what they pay us. We need to create more meaningful Certification Programs, with better incentives that go with these Certification Programs. The pay to work for OCE should carry a better work environment that will push AIC's (slaves) to work, and want to work, for OCE. As a company you can't have a non-diversity pay scale, or non-diversity hiring practices that doesn't have room for growth as a whole.

The system as it is has been around longer than the current OCE administration, that's why I feel it's systemically designed for the privileged, that is, the "White Un-earned privileged" even in this environment of ODOC's. Yes most guys working for OCE feel that they are slaves working for slave's wages. The Oregon Constitution, and The United State Constitution, promotes slave wages to prisoners, in the Oregon's Article-1, Section-34 states "Slavery or involuntary servitude. There shall be neither slavery, nor involuntary servitude in the State, otherwise than as a punishment for crime, whereof the party shall have been duly convicted. – [Added to Bill of Rights as unnumbered section by vote of the people at time of adoption of the Oregon Constitution in accordance with section-4 of Article XVIII thereof]. In the United State of America Constitution state the same sentiment in the 13<sup>th</sup> Amendment as well. So that's where this belief that I have that says that the system is systemically racial towards people of color, and marginalized groups (Prisoner-Slaves) in the United State of America. The only difference now is I am housed in a state that has less than 3% black people, but we are closer to 8% of the prison population.

So I find myself with the new slave race (AIC -Prisoners). Don't fool yourself, we (Prisoners) are still slaves no matter what the race. If you are in any prison in America you are a slave. In some parts of America, slaves don't get slave wages. Some parts of the Prison Complex of America, like in the South, they believe in slavery and not paying the slaves at all. I feel that the system has been running like this for so long that it's the norm and marginalized groups (AIC-Slaves) don't get heard, or are just put back into their place (With statements like "you are lucky to have a job," or, "you can quit, there is always another to take your place"). ODOC, and OCE are trying to carry out Oregon's Constitution, which does not apply to anyone in prison.

The white AIC (slaves) have more privileges than the other slaves here in ODOC. Yes, we have white privilege inside this prison system, as America has grown on these beliefs over the past 400 years. This also goes for the United States Constitution. Both of these documents (Oregon Constitution & United States Constitution) promote slavery for all prisoners (another way of saying Slaves) in the United State of America. The issues that plagued our country in the past are the history of our great country, and the State of Oregon is so entrenched in these beliefs that a few letters from some of the slaves (AIC's) housed in ODOC isn't going to change the way we look at ourselves, let alone the way concerned citizens will look at us. In fact, we do not trust that negative criticism like this will even see anything but the shredder.

This system has been in place for 100's years. If concerned citizens, and the slave owners, are willing to look at these issues and change that slave/master mentality, then it's time. They should look at

making all slaves citizens of The United State of America, and giving all slaves the title of citizenship and the right to vote and let our voices be heard; like true United State Citizens.

I am sure anyone that can read and write in this great State of Oregon will tell you that the system is broken and needs fixing. To me, it starts with me and wanting to change my own disposition I find myself in. All I need is for you to take your knees off my neck and assist me and the other AIC's (Slaves) with tools to grow as young men trying to return back into society as healthy citizens.

We can start with real dialog. Let's have some Town Hall Meetings, with the underprivileged citizens (AIC's-Slaves), so their voices can truly be heard. We need treatment and programs that OCE and ODOC together, as leaders, can be in Prison Reform.

I am not the same uneducated young man who made a mistake 26 years ago, but it's possible that I will die in one of Oregon's Prisons. I have turned myself into a tool to help turn other AIC's (slaves) back into citizens of the State of Oregon. Every day I work on myself towards what type of father, brother, son, grandfather, and citizen that I want to become. Hopefully, I will be able to take this with me, if or when I get my opportunity to join the rest of the citizens of Oregon to keep the State of Oregon healthy and moving in a direction that will bring positive change and the type of diversity that will help everyone feel like equality is possible in the State of Oregon.

Now, measure-11 has made it hard for any type of rehabilitation to go on inside the prison system. One that is designed to create more criminals that will return back to the plantation (Prison) shortly after they leave prison. I hear how the recidivism rate is 56%. Most are arrested for new crimes. This system is run like a plantation full of slaves, working us under the pretense that you guys are following what the voters want because of Measure-11. If we don't give Measure-11 some type of over-haul, our Great State of Oregon will keep going into debt, one that will carry us into a hole that we will never recover from. Rather, we are creating a school-to-prison pipeline. If the people that voted for Measure-11 want to create more opportunities in the State of Oregon, we need to start teaching more labor jobs to prisoners and our community members. Look at the infrastructure of Oregon. This is a field that, as prisoners, we can get out and get right to work if we had the opportunity. So we need to look at how Measure-11 has done more harm than good.

Ken Jeske and Shawn Haywood, I feel like under your leadership, we are going in the right direction towards more diversity on pay scales, racial issues, hiring practices for all of OCE positions (OCE Staff & AICs) and future help for AICs if you guys decided to be in the front line in the fight for prison reform. My goal would be to set up a 2-Hour Town Hall Meeting, here At OSCI, so you guys can really hear our voices. If this is something that you would be interested in, I'd be willing to type up an agenda for our first Town Hall Meeting. Then you could invite some of the concerned citizens to hear our voices. Election time comes around every two years for state voting, every four years for national voting, and I have seen all this and Town Hall Meetings are wonderful outlets to voice our concerns. Not everyone will be happy, but if you are serious about making positive improvements, let's make this happen.

1. OCE needs to offer recommendation letters of employment of AIC going back into society.
2. OCE could follow OCE's Administration of AIC Incentives, by offering payed vacations days that was signed by Ken Jeske on 9-9-19. (Reference: OAR 291-077 PRAS) D-5, says 6 cumulative qualifying months receive 1-day. 12 Cumulative qualifying months receive 3-day. 24 Cumulative qualifying months receive 5-day per year. (Retention award must be used within 12 months of

the date of the award and coordinated with shop supervisors to maintain adequate shop coverage.

3. OCE could start a 401k for AIC, with matching with just 25%, of the monthly input from each AIC working for OCE. That would be nice if OCE goes to a hourly wage \$12.00 to \$16.00 and broke down into 4 categories, this will help with the budget and teach the biggest life you guys could teach all AIC (slaves)
4. AIC, just as 401K are ran for other company that run them.
  - A.  $\frac{1}{4}$  goes to fines and child support (If the AIC doesn't have of these fines than goes into the 401K.
  - B.  $\frac{1}{4}$  goes to room and board
  - C.  $\frac{1}{4}$  re-entry account for return to society (Those that don't or not returning goes to their 401K, or child support, or an account of their choice)
  - D.  $\frac{1}{4}$  AIC spending account.
5. I feel you guys should hear from AICs who have left OCE jobs for less paying jobs. OCE should be willing to listen. We want better communication, which will in turn help us all grow. We are trying to re-habilitate ourselves for a success back in the community as heathy citizens of the State of Oregon.

Now Joseph T. Hallinan wrote in his book in 2003 (Going up the River) so today the State of Oregon inmate work program is run as a for-profit business under an assumed business name Inside Oregon Enterprises. Leasing inmates (slaves) to companies in need of labor. Although the inmate must be paid market wages, employers offer no retirement, vacation, or health benefits: nor do they pay for social security, workers' compensation, or Medicare. Altogether, according to IOE (OCE Now), hiring inmates can cut an employer's payroll costs by 35 percent. This book "Going up the River" starting on Chapter 12 will give you an outlook of Slaves wages. Like I said early, the Oregon Constitution along with The United States' Constitution, keeps slavery alive through legally doing it through being harsh on crime, also known as the school-to-prison pipe line.

So once again Ken & Shawn, you both have the opportunity to lead the nation to real prison reform without racism, sexism, or any hate towards people that made mistakes and are looking for a second chance to show their worth.

Jeffery

Ticket Builder/Clerk

OCE Print Shop

Cc:

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Oregon Justice Resource Center  
Black Lives Matter of Portland, Oregon  
Criminal Justice Reform Clinic  
Senator Michael Dembrow District 23  
Senator Shemia Fagan District 24  
Senator Lew Frederick District 22  
Senator Sara Gelser District 8  
Senator James I. Manning Jr. District 7  
Senator Floyd Prozanski District 4  
Representative Janelle Bynum District 51  
Representative Chris Gorsek District 49  
Representative Tina Kotek District 44  
Representative Akasha Lawrence Spence District 36  
Representative Carla Piluso District 50  
Representative Karin A. Power District 41  
Representative Tawna D. Sanchez District 43  
Representative Barbara Smith Warner District 45  
Representative Janeen Sollman District 30  
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The Urban League of Portland