



[**Open Door Policy: How is that working for you?**](http://www.workplacebullying.org/2013/02/09/open-door/)

WARNING! WARINING! WARNING! WARNING! WARNING! WARNING!

Do not be fooled by an "open door policy" or management asking you "How Are Things?" or "What's wrong". Always respond to the former with "Fantastic" and never, never respond to the latter with anything other than "Nothing! Everything's just great". In fact, don't ever give them the reason to say "What's wrong” unless you want to hear “Fit for Duty Examination“

Management tells non-supervisory workers (underlings, subordinates) that direct, honest communication with your boss is possible, as if both are equals. It’s called an “Open Door Policy.” Sounds great, but rarely practiced. Just another disingenuous biz buzz phrase that rings hollow. An “Open Door” is offered as an excuse to convince bargaining members there is no need to bring in the Union for representation. Some stations are using this ploy but REMBEMBER Agents and managers are not equals!

Management has been boasting about having an “Open Door Policy” with no intention of allowing it to be used properly and with false assurances of no retaliation. This is becoming a sad truth to Local 2266 but is not unique to Unions. Management likes to boast, but almost all fail to deliver. Unfortunately, you will have better odds rolling the dice at the casino then betting with the houses (CBP) “open door policy” to take care of you, when you need it. Local 2266 *and the National Border Patrol Council will fight for you, day-in and day-out. It is the Unions that will make sure your rights are protected under the law and our contract.*

The reality is that few managers have the personal strength and confidence in their own skills to freely exchange ideas with, or to hear disconfirming news from, non-supervisory workers. When an institutional hierarchy is the lens through which a manager views others, only his or her peers are credible. People lower on the organizational chart are seen as “lesser,” not deserving treatment as equals.

So, feel free to use the “Open Door Policy” while if it is ever Open, but do not let it smack you too hard when it suddenly swings shut. No matter what, we will always be here for YOU on the other side.

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