



**Farm  
Labor  
Organizing  
Committee, AFL-CIO**

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December 3, 2020

Officer Angel Tucker  
Oregon Police Division  
5330 Seaman Rd  
Oregon, Ohio 43616

Dear Officer Tucker,

The Farm Labor Organizing Committee (FLOC) would like to officially thank you for the active and instrumental role you took in the preliminary discussions between FLOC and the Oregon Police Department.

In late 2019, upon hearing one of our (FLOC) staff members speak at an Impact Coalition meeting regarding the ongoing tension between the Mexican community and the Oregon P.D., you requested a meeting with FLOC President, Baldemar Velasquez to discuss the tensions that existed. The initial meeting was set for January 10, 2020. At that time, you assured us that the Oregon P.D. had every intention in finding a resolution to the ongoing conflict between the immigrant community and the Oregon P.D. FLOC proposed that the Oregon P.D. consider the model agreement between the Black Brown Unity Coalition and the Toledo Police Department "Code of Conduct" that was implemented in 2017. A copy of the agreement was released to you to take back to Chief Navarre. A follow up meeting was held on January 27, 2020 with Chief Navarre, Assistant Sergeant Chris Bliss, Sergeant Tony Castillo, and yourself with FLOC President, Baldemar Velasquez, Irma Ayers, and Braulio Garcia. It was at this time that a quick review of the Code of Conduct was discussed more seriously. This triggered a series of back and forth edits of the Code of Conduct to better suit these negotiations and finally culminated in the finalizing and signing of the official "Code of Conduct" between the Oregon Police Department and the Black Brown Unity Coalition on October 29, 2020.

We appreciate you "flagging" this concern in our Communities and taking a proactive stand to break down some of the systemic barriers.

Hasta La Victoria,

Baldemar Velasquez, President  
Farm Labor Organizing Committee, AFL-CIO

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