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F.O.P. NEWS

Committee: Rhonda Bullock, Chairman

Gerry Majerczyk

Bill Burns

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FOP, Chicago Lodge 7
1412 W. Washington Blvd.

President's Report, *By Mark Donahue*

Fred Hampton Way

At the April 26th City Council Meeting, the issue of renaming a portion of a street on the west side after Fred Hampton slipped away. It slipped away due to the fact that the proponents did not have the necessary support to even call it up on the floor for consideration. The Lodge would like to thank the membership and the many Aldermen who stood to support our position on this issue. We are well aware that some of our members did not agree with our position and we have been slammed in numerous publications for it. As a Law Enforcement organization, it is our responsibility to address issues that impact us. Because some members and the media disagree with the position is no reason for us to back off from something the overwhelming majority, of those who lent their opinions, wanted us to do. We viewed the attempt to be an attack on Law Enforcement and its members both past and present, contrary to those who attempted to denigrate our position as an issue of race. Tough talk by the proponents of this issue was met by our efforts to defeat it and any issue that arises in the future that impacts our membership will be handled the same way.

Legislation

The Illinois General Assembly closed for the season on May 5th. In re-capping, there was little movement on

many of our bills as most of them dealt with pension enhancements. The Pension Portability Bill, which would allow for those who have service in other Law Enforcement agencies to purchase that time in our Pension Fund, has received the most favorable considerations because there would be no impact on the funding. The costs would all be borne by the member buying the time.

We look forward to further discussions over the summer and possible movement in the fall. There were some positive actions that came out of this Legislative Session. First of all, there was an agreement and the Governor has signed into law Public Act 94-0750 which will allow the City to lease Midway Airport to private investors. Ninety percent of all of the proceeds for this lease would have to be expended on infrastructure and contributions to the city's pension funds in closely equitable amounts. In the Governor's Budget that was also passed, there was an allotment of funds to support a great expansion of opportunity for pre-school for three and four-year-olds in Illinois. The FOP has been a supporter of this legislation through our efforts as a member of Fight Crime Invest in Kids: Illinois and as a member of the Early Learning Council which was charged by the Governor to formulate the legislation and the programs to reach this goal. The information that we

gathered in a survey we conducted last year as well as study results, some of which have been ongoing for 30 years, all agree that the money that is spent on education and after school activities saves society in the long run. It is estimated that for every dollar spent on education and other activities designed to keep kids out of trouble, seven dollars is saved down the road in crime costs.

City Pension Fund

A recent speech given by the City's Chief Financial Officer Dana Levenson before the City Club of Chicago was the subject of an article published in Crain's Chicago Business and has caused concern from both active and retired members. The article related to the City administration sounding an alarm about the funding of the City pension funds. If you have read the Pension Board Reports that are distributed yearly, you would already know that all the funds have taken a hit and that the rate of return in the Police Pension Fund last year is far below acceptable at 7.3%. Judging by the reaction of our members, for the City to start talking about insolvency, of the fund in 2028, verges on "irresponsible". A much more rational interpretation of the intent of the speech would be to ready the unions for negotiations over the problems. This is exactly what we tried to do in May of 2003 when we attempted to negotiate enhance-

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President's Report Continued...

ments to our pension. The Mayor was quoted last December as saying that we should be ready to negotiate solutions and now the CFO is singing the same song.

Although it is established that current pension benefits for current retirees and employees cannot be altered, the solvency of the fund is of grave concern to the City especially in light of the new reporting standards established by the Feds which can negatively impact the funding which can in turn negatively impact the City's bond rating causing them to pay more to borrow money. There are a number of ways in which the City can fix our Pension Fund

and now that the new CFO sits on the Board, with his credentials, he should be familiar with a few remedies. If the City is truly sincere about addressing the ways to heal the poor funding level, then we would be more than happy to discuss them as we had been in the past. But if their intent is to blow into town and make changes that will only cost us more in contributions while at the same time inhibiting our enhancement potential or, establishing a two-tier pension system that will reduce the pension benefit for future employees, then the stage is being set for contentious negotiations again in 2007. By the way, this article also refer-

enced a report on pensions published by the "Civic Federation" in which there were references to recommendations for undoing some of the damage done by excessive benefit enhancements granted in the past. Nowhere in the report does it reference the members of the "Policeman's Annuity and Benefit Fund" as being the recipients of "excessive" benefit enhancements.

Korshak Update

On May 22nd, the Lodge was in court on the "Korshak" litigation regarding retiree health care overcharges and refunds that are due to our retirees. The City and our Pension Board had

both agreed in earlier court proceedings to tender their health care audit to our attorney in exchange for his. Our attorney did as he promised while the City and the Pension Board reneged. The City filed a motion to vacate the court order containing the agreement of the parties. The City withdrew the motion on the 22nd and the City's official audit was given to our attorney. We will be reviewing the audit with our accountant in this case to see how it compares to our own. The next court date is June 5th and the Lodge will keep you updated on the proceedings.

2nd Vice President's Report, By Frank DiMaria

Firearms Safety Days

The Firearms Safety Days were held at the Hall on 16 & 17 May 06 and was a huge success. This year, 443 of our members came thru our doors over the two days of the event, exceeding last year's attendance. Officers took advantage of this free opportunity to have an inspection and, in many cases, minor adjustments to their duty related weapons by a qualified technician from the various firearm manufacturers. The lines were long but

everyone attending showed patience and passed the time by looking at the different displays of soft body armor, the Heavy Weapons and Tactics Company or the leather goods or police related products. The representatives of the various Firearms Manufacturers worked tirelessly from the time the doors opened before 9:00 am until the very end, servicing our members' weapons until 7:00 pm.

I would like to personally thank and acknowledge the

following Companies who sent Representatives to participate in this year Firearms Safety Days, who provided this great service at no cost to our membership:

- Beretta
- Sig Arms
- Smith & Wesson
- US Armor
- Boston Leather
- Second Chance
- Streichers
- Spartan Tactical Group
- Ray O'Herron Co.

Please support these companies because they support our membership.

Zylon Vest Lawsuit

Just a reminder that anyone who has not previously signed up to become a member in the Class Action Lawsuit involving Second Chance Vest and Toboyo, the manufacturer of the fabric Zylon, the deadline is 1 July 06. To sign up contact the Class Action Lawsuit Administrator at 504 524-5777.

Bella Goes To New York, By Greg Bella, Third Vice President

Every year the Police Chiefs of the major cities meet to discuss crime trends, as well as strategies for dealing with unions. Every year the Mayors of the major cities meet to discuss nationwide trends and strategies to be used in collective bargaining with the unions.

If the Police Chiefs and Mayors meet to develop ideas to combat the unions why don't the unions meet yearly? It only made sense last year when Philadelphia Lodge 5 came up with the idea to host a labor conference that would invite the Police unions from eight of the major cities re-

gardless of their affiliation. The idea was to exchange contract information, bargaining strategies and discuss trends that will eventually affect us all.

Lodge 7 found that not only were we able to get important information concerning collective bargaining and

pension issues from the other unions we became a source of information for them. We found that many of the major city unions want to attain the benefits that we enjoy. We are helping several unions who are interested in obtaining our C.R. by affidavit as

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Bella Goes To New York Continued...

well as some of our seniority benefits. It is shocking that very few cities have any seniority benefits and officers are at the mercy of management. In cities like New York you work your original shift and station assignment until you can get management to move you to another precinct or watch. Our Lodge is helping other cities with information on our F.L.S.A. lawsuit because other major cities have the same problem, getting time off.

This year the conference was hosted by the city of New York Sergeants Association and was expanded by inviting the unions from twelve major cities. This year some of the unions are currently in contract negotiations, some have just finished bargaining and some like Lodge 7 have contracts that are about to expire.

Every Police Union nationwide suffers from the same problem; the city drags its feet in contract negotiations and drags the process out as long as possible. The reason is **"pattern bargaining."** All of the cities labor contracts expire at the same time so they engage in bargaining with all the unions simultaneously and the longer the process takes the more likely it is that one of the smaller unions will cave in giving the city an agreement that sets the tone for the other unions.

The nationwide trend by the major cities is to negotiate a two tiered pension plan where the yet to be hired receive lesser benefits than current employees. This is put on the table with benefits for current employees in the

hope that greed will prevail. Another trend is a two tiered pay scale again with the yet to be hired making substantially less than current employees.

What Is Happening In Other Cities?

New York:

The Sergeants Benevolent Association is suing the city over FLSA overtime. The city will not pay Sergeants for overtime hours worked. They are being represented by Woodley and McGillivray, and the suit is pending. The SBA is looking to expand its services to members and some of the issues being discussed are Mortgages and uniform services. The SBA is looking at offering mortgages to members with credit problems who might not be able to get loans or have to pay higher interest rates. They are also looking at selling their own brand of clothing; undershirts (like under armor) and they showed us samples of police boots that they have manufactured with the SBA logo and chevrons on the heel. The SBA feels that if you can generate earnings you can then use that money to help members.

When they negotiate their contract, they have to find a percentage to give back to the city for any benefit they get. For instance, when they received a 5% pay raise they had to allow the city to change shifts 10 more times a year to result in a 5% savings to the city.

Boston:

Officers have to pay 10% of the monthly cost of health care and right now that cost is \$180.00 a month. Boston is moving towards having the officers lock up their duty weapons after their tour. In Boston you can only possess a

duty weapon and you cannot carry a weapon off duty. Boston, like everyone else, is stuck with **pattern bargaining** and other city unions settle their contract before the Police and then they are stuck with whatever was agreed upon with other unions. If it were not for the Boston detail program (secondary employment) officers could not earn a living wage.

Oklahoma City:

In their latest contract they received a 5% pay raise but had to agree to a 1½% cut in the Police budget. They have a political action payroll deduction where their members voluntarily contribute one dollar a paycheck. Regarding health insurance, HMO costs \$300.00 a month and BC/BS costs \$495.00 a month. There is no retiree health care.

San Antonio:

They represent 2,000 members and cover all ranks in the department. 1,000 officers donate \$1.00 per check to political action. This enabled them to get their candidate for Mayor and three Aldermen elected. The new Mayor mandated that three members of SAPOA's e-board and three members of the Chiefs staff have weekly meetings to discuss problems. Active and retired members currently have free health care with actives paying \$70.00 a month towards retiree healthcare. You retire after 33 years with 81% but they have a 3-year drop, which brings you up to 85%.

Las Vegas:

They just got free health care for retirees but active members must pay \$75.00 a month towards retiree health care and you must contribute

for a minimum of five years to receive the benefit. To get this benefit they gave up the COLA benefit for retirees. The department is eliminating light duty officers. They retire after 25 years at 75% and can buy up to six years with a 2.567 multiplier.

Nassau County:

They have not had a negotiated contract since 1993 and have nothing but problems with negotiations. All county unions have a "me too" clause which is the source of many of the problems.

Philadelphia:

Philadelphia Lodge 5 administers their own healthcare (LEHB) and they just received an arbitration decision on health care premiums paid to the union by the city. They received a monthly raise from the city but not in line with what they were asking for resulting in a raise in prescription drugs and co pays which still remains minimal. The trade off for this is their yearly salary, which at max is approximately \$58,000 a year. Philadelphia is very active politically and they were the reason their Mayor was elected. Currently their union President is running for an at large Aldermanic seat.

Every union in attendance is experiencing a shortage of manpower and additional time off is almost non-existent.

National Problems:

Contract negotiations
Health Insurance, active and retired
Recruitment and retention of officers
False complaints against officers

Guest Speakers

At The Conference

Professor Leo Clarke; Law Professor Stanford University,

Bella Goes To New York Continued...

Public sector pension consultant.

Public pensions are a social contract that allows a public employee the right to live with dignity. Public sector employees do not receive stock options, dividends or bonuses. Public pensions are a designed benefit as a reward for the unique and dangerous job that we do. You will find that public employees tend to have more skills, more education and work with a higher risk than our counter parts in the private sector.

Private sector pensions are disintegrating; all you have to do is look at the airline industry or the auto industry to see this. One cause is globalization, it is overwhelming labor in private industry but that will not translate to public sector jobs. Police work cannot be outsourced.

Management uses the media to get their message across that there is no difference between the private and public sector and we need to do more to counter this message. Everyday there is a story in the media concerning the funding of public pensions yet there is never a response from the unions.

If you leave the pension issue up to management, pensions will become obsolete. Look at social security and Medicare, both programs are in trouble and it is doubtful that either program will last very much longer. This once again puts the burden on the unions through collective bargaining to look out for the employee's future.

Management pushes the 401K programs in lieu of

pensions and management knows that the employee doesn't make enough money to put money into the fund. The employer only has to match the employee contribution. Employers know that employees don't know about investments. Employers know that younger employees don't worry about retirement.

ERISA is a law passed by Congress in 1972 to protect all pensions and now it has been perverted to justify the elimination of non-public pensions. Bankruptcy code 365 was passed by Congress to allow private companies to go bankrupt and dissolve their pension funds. Where was labor in this debate?

Labor's function is to provide protection for retirees and the novices. Many cities and unions have made agreements that sacrifice the novices by going to a two-tiered pension plan with the new hires receiving a lesser benefit than a seasoned employee. The city is able to cut costs by having two pension plans, one with lesser benefits. Think of that, two officers in the same squad car doing the same job yet each officer receives different benefits.

How do you fight the Cities? Centralize and share information with other unions. Get experts involved to help you plan the fight. First responders are the natural leaders of this fight and must organize the other unions.

Greg McGillivray; Woodley and McGillivray, this law firm specializes in FLSA issues.

He covered the Debraska case from Milwaukee (6th

Circuit) and spoke of the lawsuit filed by the SBA over being paid overtime. The test for the Court case involving the SBA will be to prove that the Sergeants are involved in the change of employment status for an employee. Does a Sgt. have the power or ability to figure in the transfer or demotion of an employee?

Frank Ferreyra; F.O.P. National Disaster Relief Program Chairman.

He explained how the F.O.P. plan works and how F.O.P. helped with relief for hurricane Katrina. He spoke about the F.O.P. disaster van that provides hot meals for responders in situations like Hurricane Katrina.

Frank spoke about looming health problems stemming from 9-11. We are finding that the first responders at ground zero as well as officers who responded from other jurisdictions are now having health issues. Many of the first responders are now getting sick and suffering from lung diseases because of the air at ground zero. Anyone who worked at ground zero **must document with their department** that they were there in case they get sick, otherwise their claim could be denied. Studies are now showing that the effects of the air at ground zero could remain dormant for 10-11 years and then the officer could become sick.

Anyone who is experiencing health problems or problems with documentation or benefits should contact Frank at the N.Y. State F.O.P. Lodge. Frank has resources that will help these officers.

Charles "Chick" Ciccolella; Veteran's Employment and Training Service, works for

the Secretary of Labor.

USERRA, Uniformed Service Employment and Redeployment Act, 38 USC ss4301-4334 enacted 1994. USERRA is a federal law to assist employers with answers to questions regarding employees in the military and investigates all complaints against employers. USERRA covers any employee in the U.S. who is in the Armed Forces, active, reserve or National Guard.

USERRA prohibits:
 Discrimination;
 Initial hiring (an employer cannot not hire you because you are in the military);
 Promotions;
 Retention of employment;
 Requires prompt re employment (two weeks);
 Absence due to Service;
 Must supply military orders to employer upon return;
 Employer must return you to your original job;
 Must allow time for you to get ready before you deploy;
 Employer must make pension contributions;
 State Law cannot override USERRA;
 No Statute of Limitations on USERRA.

Employees who are in the military and get activated have rights protected under federal law. They must be re employed within two weeks of their return unless this is not feasible due to injury. If a promotional exam is given while they are activated, they must, upon return, be given time to study and then be given the test. The employer must place you on the promotional list where your grade scores. If you score at a rank number that has already been promoted, then you must be promoted im-

Bella Goes To New York Continued....

mediately. You are not entitled to back pay at the new rate.

Each State has a Director for USERRA. Go to www.dol.gov/vets scroll right side for region then click on your region. The online complaint form 1010 is to be used to file a complaint. USERRA posters are available online at this website so that you can post them in the Districts. This will enable officers to be aware of their rights under USERRA. You can also call a branch of the military and speak with a JAG officer for an interpretation of the law.

500 soldiers to date have lost major limbs. The Department must have a job available for returning disabled vets (P.O.s who were activated) and if the Department states they can't because of the disability then the DOL will come in and install the technology to provide a job for that person. If all fails, then the DOL will find a job in the officer's field.

Domingo Herraiz; D.O.J. Bureau of Justice Assistance

There are millions upon millions in grant money available. 30 million dollars was allocated for Zylon vest replacement. 7 million was given to applicants and 23 million was not used and therefore lost to another agency. DOJ will send someone out to train people to become grant writers.

There is grant money available for bulletproof vest replacements. The DOJ will give money for half of the replacement cost of a vest. DOJ makes sure

the money gets paid out for the Home Town Heroes act as well as PSOB, the in line and performance of duty deaths.

Senate Judiciary Committee

Michael Volkov; Chief Counsel to the Judiciary Committee, Sen. Sensenbrenner Chairman.

No one in D.C. has a clue what the Police actually do out on the streets. The only thing that gets the politicians attention is when an issue arises and Volkov tells them that every Law Enforcement group is behind the issue. They worry because Police Officers and Police Unions are in every member of Congress's home District.

When a Bill concerning Law Enforcement is discussed in Congress, Volkov does a presentation to explain the Bill and he shows who is in support of the Bill. His presentation will for instance show that the F.O.P. and N.A.P.O. supports a particular Bill but it does not always hit home with the representatives because they only see two names and the reps don't really understand that those two names translate into 500,000 members. It would be helpful if those two names included all of the cities they represent then the reps can see the magnitude of these organizations. By doing this it will help to eliminate problems and all the reps would immediately pay close attention to the issue.

Everyone in Congress is worried about the drop in the homicide clearance rate nationwide. Congress feels that more funding is needed to provide local authorities with the ability to use forensics to

solve murders. I spoke about the 48-hour rule and video taped interrogations as being the reason for the clearance rate drop in Chicago. Volkov agreed and blamed Gov. Ryan and the Legislators for our problem.

Sensenbrenner's committee is introducing several key pieces of legislation this year.

The Death Penalty In California: There are over 100 inmates on Death Row and 30 of them are "cop killers." Sensenbrenner wants them put to death. The committee has data to prove that for every inmate that is put to death, 18 lives are saved.

Internet Bill, Putting Officers At Risk: If any website lists or sells the social security number, address, phone number or personal information of a Police Officer they will be prosecuted and there is a mandatory 5 year prison sentence.

Amendment To 1983 Civil Rights Protection: This would amend the civil rights act to prohibit any offender arrested for a felony or weapons violation from suing the

officers who arrested that person.

Federal Sex Offender Registration: It is a waste of time for Police Officers to have to go door to door looking for sex offenders who have not registered. This law would make it a federal crime if a sex offender does not register and a warrant will be issued, when the offender is caught it will be a mandatory prison sentence, no court hearing or trial.

Child Pornography: Right now it is impossible to go after child porn websites because they are out of the United States, but to access the site you have to pay online. This law would go after any Financial Institution in the U.S. that does a transaction with these websites.

Hopefully the results of our efforts will put us on an equal footing with the Cities and Chiefs and by sharing information and resources we will be better armed in our fight with the city to garner greater benefits for our members.

The Fraternal Order of Police, Chicago Lodge No. 7 Annual Golf Outing

St. Andrew's Golf Club

Rt. 59 at North Avenue
West Chicago, Illinois

Monday, August 28, 2006
Tee Times Start At 0700

\$340.00 per foursome - golf, cart,
dinner (cash bar) - four players
needed to reserve tee time.

Reservations being taken starting
19 June 06 by calling Kathy Moore or
Doreen Plachta at 312-733-7776



First Vice President's Report, *By Bill Dougherty*

Whose Pension Board Is It Anyway?

Any applicant for disability benefits or credit for other service before our Pension Board has likely met the Board's attorney, David Kugler. In my opinion, Mr. Kugler has been sticking it to our membership for years now. He is charged with conducting impartial - not adversarial - hearings at the Pension Board. Rather than act as an objective party, Mr. Kugler constantly tries to embarrass and humiliate our membership. He is also open about his disdain for our officers and their claims. We are sick of it. Let me give you a few examples of recent problems:

First, you should know that our Pension Board does not authorize administrative reviews in the circuit court and appeals taken by the Pension Board. Mr. Kugler alone makes these decisions. He has expressed his love for these appeals, as they are moneymakers for his office. There are two recent cases involving Pension Board appeals that you should know about. In both cases, the officers had serious spinal conditions and were found by the Board to be disabled, but the Board also found that the officers' disability resulted from a preexisting condition. Therefore, the officers were given benefits at 50% rather than the 75% they were entitled to. The problem was that **THERE WAS NO EVIDENCE BEFORE THE BOARD TO SUPPORT ITS CONCLUSION IN EITHER CASE.** The Lodge filed actions for administrative review in the Circuit Court

for each officer and was successful with both cases. The Judges correctly ruled that the evidence before the Board did not allow the conclusion that the disabling injury was the result of a preexisting condition. So, what did the Board do after being reversed twice by two different judges? The answer is that the Board did absolutely nothing. Mr. Kugler appealed the case to the Illinois Appellate Court. He did not consult the Pension Board about whether an appeal was appropriate and, apparently, this is just fine with a majority of our Pension Board members. Meanwhile, our disabled officer will not receive payment of their duty disability benefits at 75% for at least a year while the Kugler appeals proceed. It is our position that it is the Pension Board, not its lawyer, that must decide whether a case will be appealed. After all, what lawyer is going to turn down billable work? Working for our Pension Board is kind of like having your own printing press in your office that only prints money. While that's great for Mr. Kugler, it acts as a money drain on our Lodge resources since we have to pay to defend these unnecessary appeals.

A couple of other recent cases also bear mentioning. In one, an officer was diagnosed with post-traumatic stress disorder following a shooting. The officer submitted the opinions of several doctors to the Board stating that the officer was suffering from PTSD due to the shooting. The Board provided no medical evidence regarding the issue of whether the offi-

cer has PTSD. You would think the decision would have been a slam-dunk for the Board. It wasn't. Duty disability benefits were denied and the Lodge was forced into court *again* so the Pension Board can be reversed *again*.

The other case involves an officer claiming a disability from a back injury suffered while trying to restrain an intoxicated citizen. The officer brought perhaps the most respected neurosurgeon in all of Chicago to testify before the Pension Board. He opined that the officer was indeed disabled as a result of the occurrence. He also testified that he would never release her to work where she would have to carry a firearm in light of the multiple medications the officer takes for her injury. Mr. Kugler has twice continued the hearing (as far as I can tell, he grants his own motions for continuances) and has made statements outside of the Board expressing his disdain for the case. He claims that the officer in question is fine and that her case is "going down in flames." Are these statements appropriate for an attorney charged with conducting an impartial, non-adversarial proceeding? How does he know more than a professor of neurosurgery?

Ladies and Gentlemen, the only way we can straighten out this Board and the way it operates is if you get involved. Write to the Board, call the Board, and attend monthly meetings and disability hearings. They can't continue with "business as usual" as we get involved and proactive. Bad things will continue to happen only if we let them and do nothing. We have votes and representation on the Board, but that's only a minority of the

Board. Perhaps with your involvement we can show some Board members the error of their ways and form a new coalition on the Pension Board that is devoted to protecting and giving fair treatment to the portion of our membership that needs it most. Next month we'll learn about Kugler, De Leo and D'Arco.

Wellness Vision Arbitration

Arbitrator Benn has rendered his award on the Vision Arbitration. He has sustained the grievance. He said that as far as he is concerned, the language "subject to further review and development" is clear and contains a bargaining obligation- an obligation that did not play out. I therefore find that the City's unilateral implementation of the terms of the Vision Plan violated the agreement. Encompassed in the remedy is the obligation that the parties not just talk about the Vision Plan, but bargain over the terms of the Vision Plan. If impasse occurs, the parties can return to the arbitrator with final offers on the remedy and he will choose the one that he feels is more reasonable. We have contacted the City and have given them dates to sit down and bargain. In the interim, if you need glasses or contacts use the appropriate vision plan. If you are in the PPO Plan you will continue to use Davis Vision and call 1-800-772-6895 if you have any questions. Save any out of pockets that you have pending the outcome of this award. If you have Unicare HMO call Cole Managed Vision at 1-800-334-7591 and if you have Blue Advantage HMO call Eye Med at 1-866-273-0817.

Financial Secretary's Report, *By Tim Fallon*

CHA Grievance

We now have all the numbers pertaining to the CHA grievance. The total cost of this grievance to the Department exceeds 1.3 million dollars. This money will be paid out to 90 of our members, formerly assigned to Public Housing South. Some officers will receive several hundred dollars, while others will be receiving over thirty thousand dollars. The majority of officers involved in this grievance will receive in excess of ten thousand dollars.

At this time we don't know the exact date the checks will be issued, other than sometime in June. The dates the Department issues checks are the 1st, 7th, 16th, and the 22nd. We have asked the Finance Division to contact the Comptroller's Office, and have separate hard checks issued to all of the affected officers. We have

not received a definite answer on the hard checks. As soon as we are informed we will post this information on the website.

The CHA grievance resulted in the largest financial award from an arbitration decision in our history. This award was litigated by our in-house attorney Dan Herbert. When we were elected 4 years ago, we changed from using an outside law firm to in-house attorneys. That move alone saved the Lodge several hundred thousand dollars a year. If we were still using an outside law firm; the cost to litigate the CHA grievance alone would have cost the Lodge several hundred thousand dollars in legal fees.

While this grievance was mainly about money, it was also about the way the Department operated overtime opportunities, and special employment. When this

grievance started back in January 2005, we told the Department to open up CHA to every officer. The Department dug in their heels and refused to listen to us. As a result the grievance ran for over 10 months before an arbitrator issued an award. The time involved is the main reason the award was so high. Remember this was not an issue of back pay, or out of grade pay, or time and a half pay. The affected officers are receiving money for days they never worked over the 10 month period. Hopefully in next years contract negotiations the Department will be more open to our ideas.

Assignment Enhancement Program

Checks for officers enrolled in the Assignment Enhancement Program were issued on 22 May 06. The Assignment Enhancement Program sign up period ran from January to June five years ago. Actually there are several officers that were

allowed to sign up after the June deadline. If you are enrolled in the Assignment Enhancement Program and didn't receive a check, it could be that you have not completed the full five year program.

However if you did not receive a check and you believe you have completed the five years please contact me at the Lodge. It is not necessary to file a grievance regarding the Assignment Enhancement Program. The Lodge filed a class action grievance in anticipation of possible problems with officers getting paid, and the other benefits listed in the program, that will cover all affected officers.

We currently have a list of 14 officers with disputes regarding the program. We will meet with the Department to resolve all these issues.

Disability Report & Veterans Corner, *By Carlos 'Sal' Saladino*

Disability Report

The best of health from the Disability Committee. We are available for calls at the F.O.P. Office Monday through Friday. Click on the Disability Page link on the F.O.P. web site, www.chicagofop.org, for beneficial information.

April Pension Update – VP Bill Dougherty was present. *Total and Permanent* – 1 claim granted, *Heart* – 1 claim granted, *Ordinary* – 2 claims granted, *Duty Disability* – 1 claim denied.

The Pension Fund voted to hire case managers to assist officers who are applying for disability. These case managers will assist in the process of making sure the offi-

cer has the proper medical data before proceeding to the disability hearing. Trustees Sgt. Mike Lazzaro and PO Steve Robbins brought this to the attention of the Pension Board. As always, we will be monitoring this new process.

Vocational Training Reimbursement Program Special Order 06-03 is now in effect. Officers who are duty/occupational disability pension and who are below the rank of sergeant are eligible for this program. Reimbursement is subject to the availability of funds and requests for reimbursement will be processed on a first-come, first serve basis in receipt of application. For an application and copy of the Special Order call Employee Re-

source Services Division at 312-745-5369. Thanks goes out to Dr. Kimberly M. O'Connell-Doyle, Director of Employee Resource Services Division, FOP VP Bill Dougherty, FOP Attorney Tom Plienes and the FOP Disability Committee for their work.

Veterans' Corner

Operation Enduring Freedom

Our thoughts and prayers go to the CPD members who are actively serving our country in the military.

VA Personal Info Stolen

This data contained identifying information including names, social security numbers, and dates of birth for up to 26.5 million veterans and some spouses, as well as some disability ratings. It is important

to note that the affected data did not include any of VA's electronic health records or any financial information. Be aware of suspicious activity regarding your personal information. The VA has teamed up with the Federal Trade Commission and has a web site (www.firstgov.gov) with more information on this matter or call 1-800-333-4636. The call center will be open 8 a.m. to 9 p.m. Monday – Saturday as long as it is needed. **173rd Airborne Reunion** – Wednesday, June 21 – Sunday, June 25 at Fort Bragg, North Carolina. For more information go online at www.173rdFayettevilleFortBragg.com.

Airborne Sal

Recording Secretary's Report, *By Sidney Davis*

45th Annual Police Recognition Ceremony & Luncheon

On Wednesday, May 10, 2006, the 45th Annual Police Recognition Ceremony and Luncheon was held at the Chicago Hilton and Towers International Ballroom. The man of the hour, Police Officer Alphonsus A. O'Connor of Unit 007, was honored as the recipient to the Superintendent's Police Medal, which is the highest medal award for the Department. Officer O'Connor also received the Award of Valor. Congratulations Officer O'Connor for a job well done.

Memorials

The Lodge thanks all the officers who participated in this year's Annual St Jude's March. Well over 5,000 officers marched in the event on May 7th. The Lodge also extends a hearty thank you to the officers who participated in the Washington D.C. Memorial, the Illinois Memorial Service and attended the F.O.P. (Lodge 7) Memorial Service on May 2, 2006.

June FOP Meeting

The Lodge invites all members to attend the June F.O.P. meeting, which will be held on June 20th at Noon, as it will be the last meeting prior to taking a summer break. A barbeque will immediately follow the meeting. Keep in mind that there are no General Meetings in July or August. The next scheduled meeting will be held on September 19, 2006. Constitution and By Laws will be on the agenda for this meeting.

2006 F.O.P. Picnic

The Annual F.O.P. Picnic has been scheduled for

Wednesday, July 19, 2006, at Santa's Village in Dundee, Illinois. Members are encouraged to send in any ideas or suggestions that would benefit the annual outing. The Board of Directors looks forward to seeing the familiar faces as well as new ones this year.

Military Reservist

Members of F.O.P. Lodge 7 who are reservists are asked to contact the Lodge when ordered to active duty, even when performing your Annual Training. There are new benefits that you may not be aware of and a simple meeting of 15 to 30 minutes with a Lodge Rep will be very beneficial to you. Members who think they still may be owed money from recent mobilizations or retro should also contact the Lodge. Please have all documentation including orders, DD214 and any source references that may assist finance in computing what may be owed to you.

Congratulations to Bert Major on his upcoming promotion to Master Sergeant (U.S. Army Reserve).

Officer Major is assigned to Unit 701, has 20 years in the military and 15 years with C.P.D. **"ALL THE WAY"**

Behavioral Intervention System

I spoke on this issue last month and decided to run the article again due to the importance of B.I.S. and P.C.P. Members are reminded to read Appendix J (page 111) of the Agreement between Fraternal Order of Police and the City of Chicago when placed into either the Behavioral Intervention System or the Personal Concerns Program. Also please read Administration Special Order

Pension News, *By Steve Robbins*

Congratulations and best wishes to Trustee Ken Hauser on his recent retirement celebration, which honored his 37 years of service with the Department. Having served 12 years as the active members representative, Ken continues to provide our Fund with his leadership, wisdom and expertise by representing our Funds annuitants. Thanks Ken.

Affected retirees are reminded to contact the Fund immediately upon receiving a Medicare Card for yourself and, or, your spouse. The Pension Fund will require a photocopy of the card, or cards, to be mailed or faxed to the Fund office. If you are affected, completing this requirement will reduce your current insurance premium deduction from your annuity.

This change in your status requires your personal response and will not occur automatically. If you have any questions, contact the Fund office at (312) 744-3891, M-F, 0800 to 1600 hours. The fax number for the Fund is (312) 726-3216.

05-04 (P.C.P.) or Administration Special Order 05-02 (B.I.S.). It's very important that you request a hearing within seven (7) working days of being presented with the Individualized Performance Plan (IPP) for the Behavioral Intervention System, or seven (7) working days of having attended a Personnel Concerns Conference. The request for a hearing must be in writing to the Director of the Personnel Division. Department members upgraded from BIS to PCP are not entitled to a hearing.

Watch Bids

Watch Bids opened on Wednesday, May 31st and will close on Wednesday, June 7, 2006. Section 31.5 (Filling of Vacancies) sets policy for bidding for a watch. Check with your Unit Rep if you are unsure on how to complete the form for bidding. An incomplete form or error can and may stop you from

bidding to another watch. The next time watch bidding comes around is during the ninth period (open Aug 23rd – close Aug 30th) Good Luck.

Promotions/Specialized Units

At some point and time in our police careers we want to advance and be promoted or be in a specialized unit. Department Notices are issued to announce openings in such units, when a member is on vacation, medical leave or a baby furlough etc, the department is not obligated to find you and ask if you'd like to submit an application. It is incumbent upon you the officer to have a friend (very reliable) who works with you as your eyes and ears, that can locate you and relate that a position or announcement is being publish during your absence.

ALL MEMBERS, FAMILY AND FRIENDS ALWAYS WELCOME...



Store Hours:
 Mon-Thurs 9:00 – 5:00
 Friday 9:00 – 4:00
 Saturday 9:00 – 1:00
Direct Line: 312-733-2344
Closed: 1 & 4 July 2006

*It's Summer & Time For A Clearance Sale
 Not To Mention Flag Day (14th), Father's Day (18th) &
 Don't Forget The 4th Of July Is Right Around The Corner*

Clearance: Ladies Hooded Terry Fleece Full Zip Jacket, Small to XL
 Originally Priced at \$27.95
 Now On Clearance For Only **\$22.95** (2XL \$2.00 more)
 Available Colors: Coral, Cream & Lavender

Clearance: 30% OFF Any "Irish" Novelty Item
 In Stock

Clearance: 150th Anniversary CPD Star
 Now Priced at **\$29.95** - 2 colors to choose from

Custom "Pie Plate" CPD Star - With Your Star Number - This is A Real Piece Of History
 Originally Priced at \$59.95 - Now On Sale For Only **\$54.95**
 Custom Display Stand With Your Name Or CPD Plate - Now Only **\$13.95**

Ladies Tank Dress With Two Pockets In Navy, Pink
 & Black. Sizes Sm/Med, Lg/XL, 2XL/3XL
 Priced At Only **\$13.95**

Homicide Tee-Shirt & Cap Combo
 Great Gift Idea
 Sm - XL Only **\$19.95** & 2XL **\$21.95**

Pewter New Star Key Chains For Police Officer,
 Detective & Sergeant - **\$4.95** each

Handgun Fanny Pack With Holster
 Holds Most Handguns - **\$17.95** each

Clearance: Ladies Dusty Rose (pink) & Black Fleece Full Zip Jacket
 Originally Priced at \$24.95 - Now on sale for only **\$19.96** - (2XL \$21.56) - Limited Quantity

Clearance: Road Champ Squad Cars - 1957 Fords & 1990 Chevys - Various States & Cities
 They keep finding more old stock and they're yours for a bargain - **\$4.95** each

Selected CPD Caps
 From **\$6.95** to **\$9.95**

Sale! **10% OFF** All Mouse Pads
 Including Custom Pads - Order Yours Today

New Item: Checker Board Dog Collars In Navy/White, Gold/Navy, Green/White
 Adjustable 14" to 22" - Make Your Dog One Of The Finest For Only **\$19.95** each

Are You A Police Memorabilia Collector? Then Come Out To The National Police Collector Show At The
 O'Hare Crown Plaza Hotel In Rosemont, Illinois On Friday, June 23rd & Saturday, June 24th, from
 1000 - 1800 hours or Sunday, June 25th from 1000 - 1500 hours. It's The Largest Show In The
 Country With Over 300 Vendors And All Kinds Of Police Stuff.

Address Change Form

Name: _____ Star Number: _____ Effective Date: _____
 (Last, First, MI)

New Address: _____ City: _____ State: _____ Zip: _____ Telephone: _____

Return Form To The FOP – Unit 541 or 1412 W. Washington Blvd, Chicago Illinois 60607, Attn: Doreen

March 2006 Retirees

Name	Rank	Dist.	Yrs
Antelek, Stephen W.	Officer	051	40
Blakely, Yvonne V.	Officer	140	13
Bresnahan, Frank T.	Officer	009	29
Culver, Lynn C.	Officer	016	24
DePillars, Lillian I	Officer	003	24
Fitzgibbon, Catherine M.	Detective	601	29
Gavin, Martin A.	Bomb Tech.	603	29
Hardaway, James F.	FTO	022	24
Hounihan, Charles	Officer	701	33
Ippolito, Joseph C.	Officer	018	34
Jones, James L.	Officer	006	36
Koop, Edward C.	FTO	019	34
Maderak, Dennis S.	Detective	189	38
Maurovich, Gayle	Detective	640	30
Medow, Brandon L.	Officer	019	29
Miller, Robert J.	Officer	023	40
Nelson, Michael T.	Officer	006	34
Redding, Jeffrey O.	Officer	011	20
Schultz, Marshall	Detective	650	33
Soto, Louis	Officer	010	29
West, John P.	Officer	189	38

UPCOMING EVENTS

The following events listed will occur from June 6th thru July 7th of 2006. For further information on any events posted below contact the Lodge (312) 733-7776, log onto the FOP website at www.chicagofop.org, or call the Hotline number at 312-733-2101.

06 Jun 06	FOP Board Meeting/10am
07 Jun 06	Watch Bids Close/Section 31.5
07 Jun 06	Weapons Inspection
13 Jun 06	Italian American Police Association General Meeting
14 Jun 06	Flag Day
15 Jun 06	John O'Brien Benefit
16 Jun 06	25 th Year Class Reunion - Class of 81-4
18 Jun 06	Father's Day
19 Jun 06	John Knight Golf Outing, 773-218-5066
20 Jun 06	General Meeting/FOP Hall/1200 hours
22 Jun 06	7 th Period Begins
28 Jun 06	Recognized Openings in Districts and Units
30 Jun 06	Transfer Bids/Section 23.8
30 Jun 06	Taste of Chicago/Jun 30 – Jul 9
30 Jun 06	Overtime Pay
01 Jul 06	Country Music Festival/Jul 1-2
04 Jul 06	Holiday/Independence Day
05 Jul 06	FOP Board Meeting/10am
07 Jul 06	FOP State Conference - Hosted By Chicago Lodge 7 - Jul 7-9
07 Jul 06	Duty Availability

**JOHN KNIGHT
MEMORIAL GOLF OUTING**

Monday, June 19, 2006

0900 hours - Shotgun start - scramble format

Tuckaway Golf Course
27641 Stony Island, Crete, Illinois

\$90.00 each or \$360 foursome

Includes golf, fun, food, beverages & prizes

Immediately following outing
115 Bourbon Street, Merrionette Park, Illinois

For info call Dawn Melchert, 773-218-5066

**JOHN O'BRIEN
BENEFIT**

Thursday, June 15, 2006

1800 - 2100 hours

Trinity Pub
5953 N. Northwest Highway
Chicago, Illinois

\$25.00 at the door

Includes domestic beer, house drinks and food
Raffle With Prizes

Come out and enjoy an evening of food, spirits and
comraderie and show support for a fellow officer.

Departed Brothers & Sisters

Thomas Bonk, Age 44
Frank P. Lameka, Jr., Age 62
LeRoy B. Dorff, Age 76
Gregory J. Boyce, Age 62
John Bogue, Age 84
James P. Brennan, Age 59
John P. Harty, Sr., Age 75
Ezekiel Johnson, Age 73
Thomas M. Juric, Age 60
James F. Mack, Age 64
Clifford F. McGrail, Age 70
John J. Moriarty, Age 88
Darryl H. Darsch, Age 63
Donald J. Ryan, Age 66
Robert M. Schatzel, Age 70
Harold D. Small, Age 51
Theodore L. Sparrow, Age 84

Preparing For Winter, *Compliments of Rabbi Moshe Wolf*

A personal thank you to all the men and women who participated in this past St. Jude's parade. What a source of pride and comfort you are for all the families that lost loved ones in the line of duty. Just being there spoke volumes to these families; your presence was most appreciated. Thank You!

The following reflection was sent to me by one of our retirees. It's one of those articles that, when you're finished reading, you read it again. Kind of makes you put your finger on your forehead and go hmmm.

Preparing For Winter

You know, time has a way of moving quickly and catching you unaware of the passing years. It seems just yesterday that I was a young person, just married and embarking on my new life with my spouse. And yet in a way, it seems like ages ago, and I wonder where all the years went. I know that I

lived them all. And I have glimpses of how it was back then and of all my hopes and dreams. I can recall being young once, seeing myself but now when I look backwards, I never really got to know me. But, here it is, the winter of my life and it catches me by surprise. How did I get here so fast? Where did the years go to where did my youth go? And where did my young babies go?

I remember well seeing older people through the years and thinking that those older people were years away from me and that winter was so far off that I could not fathom it or imagine fully what it would be like. But, here it is, my spouse has grown older and really grown gray, my spouse moves slower and I see an older person now. My spouse is in much better shape than me, but I see the person who has grown old with change. Not the one I married who was young, alive and daring, but,

like me, their age is beginning to show and we are now those older folks that we used to see and never thought we'd become.

Each day now, I find that just taking a shower is a real target for the day! And taking a nap is not a treat anymore...it's mandatory...cause if I don't on my own free will, I just fall asleep where I sit! And so, now I enter into this new season of my life unprepared for all the aches and pains and the loss of strength and ability to go and do things. But, at least I know, that though the winter has come, and I'm not sure how long it will last, this I know; that when it's over, I will enjoy the Spring in the arms of my loving Father, and wait for my loved ones to come when their winter is over too. End of reflection....

So, if you're not in your winter yet, let me remind you that time will be here faster than you think. So, whatever you would like to accomplish in your life please do it quickly!

Love with your heart, and not so much with your head, share your soul with another human being, close your eyes knowing you have loved, and have been loved in your lifetime.

For remember that scripture? Our life is but a vapor, it vanishes away. So, do what you can today, because you can never be sure whether this is your winter or not! You have no promise that you will see all the seasons of your life, so live for God today and say all the things that you want your loved ones to remember. "Life is God's gift to you. The way you live your life is your gift to God. Make it a fantastic one."

On behalf of all your Chaplains May G-d bless you and keep you safe. May you and your families have an enjoyable, healthy summer. Amen

Compliments of your Police Chaplain, Rabbi Moshe Wolf 773-463-4780 or moshe-wolf@hotmail.com

Treasurer's Report, *By John Capparelli*

Before You Retire...

Thinking about retiring? Recently, a P.O. called with a problem. It seems that when the P.O. went to get the pension calculations from the Pension Board, the Officer was told that a pension contribution was not made in her name for a pay period a year and a half ago. She was instructed by the Pension Board to send her inquiries to the Personnel Division. When the P.O. called to follow-up, she was told that she sent her To-From and all the supporting documents to the wrong person. The inquiry sat on a desk for two months with nothing done. Do you think the "DR" would have for-

warded the to-from to the proper department, or called the P.O. to tell her it was in the wrong section and to come and pick it up? Of course not! The sad part of this whole thing is that the correct place for the To-From to go was 25 feet away in the Payroll /Finance Division. The Officer contacted the Lodge and Tony Caruso in Finance remedied the problem in 24 hours. I guess common sense and courtesy cannot be found in the General Orders, so after 30 years of service, don't expect to get any.

Officers, in this case the City never made the contribution. Forgot? Key-punch error? Did not need the

money? Your guess is as good as mine. When planning your retirement, get over to the Pension Board and get a pension calculation. If a problem occurs call or e-mail Finance and give me a call at the Lodge. The solution is simple when in the right hands.

\$1.25 Deduction

Have you ever noticed the \$1.25 deduction on your pay stubs? This deduction pays the premium for a death benefit for sworn members. It is provided through the Police Pension. This benefit has an assigned beneficiary that the Pension Board keeps on file. If you have had any life changes, (loss of parent, divorce, marriage, children), you should make sure the beneficiary on file is cur-

rent. All active officers must go to the Pension Board in person and complete a new form, if changes are needed.

All active members age 49 and younger are insured for \$12,000.00. Every year past 49 the benefit reduces by \$400.00. Age 49 - \$12,000, age 50 - 11,600, age 51 - 11,200 etc. Once the Active member retires, the benefit reduces to \$6,000.00 and the newly retired member cannot pay into the premium anymore.

Any questions regarding the Death Benefit can be directed to the Pension Board at 312-744-3891 or out of state members can use the toll free number, 800-656-6606.



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1412 West Washington Blvd. 60607-1821
Phone: 312-733-7776
Fax: 312-733-1367 Hotline: 312-733-2101
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IF NOT, PLEASE CONTACT THE
LODGE.



F.O.P. Picnic

For Members & Their Families Only!

Wednesday, July 19, 2006
10 am—6 pm

Santa's Village

Routes 25 & 72 -- Dundee, Illinois -- 847-426-6751

Free:

- ♥ Ice Cream & Drinks
- ♥ Entrance Into The Park
- ♥ All Rides
- ♥ Exclusive Use Of Picnic Area

Water Park Open With Discounted Prices!

Members Must Show Their F.O.P. ID Card To Enter Park.