

October
2008



FOP, Chicago Lodge 7
1412 W. Washington Blvd.



Nathaniel L. Taylor, Jr.
Star #7322

*Killed In The Line of Duty
September 28, 2008*

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F.O.P. NEWS

Committee: Rhonda Bullock, Chairman

Gerry Majerczyk

Bill Burns

Official Publication of Chicago Lodge No. 7

President's Report, By Mark Donahue

We have lost another Brother. Police Officer Nathaniel Taylor was murdered in what many, who do the same job, would consider another routine warrant execution. Unfortunately, as was in the case of Police Officer Richard Francis, situations are only routine when they end well. In this case Nate was murdered by a convict who was intent on not being caught doing what he was doing and being sent back to prison. Instead he took the life of a man well loved by both his immediate and his extended families. The show of support for Nate and his family by members of the department was overwhelming as I'm sure the support in the coming days, weeks, months and years will continue to be. It has been a tough summer for the membership of this Lodge. After a span of over 6 years without a line of duty death we have now had 2 in less than 3 months. When you include the tragic murder of Detective Robert Soto, it may cause you to ask what the heck is going on.

What's going on is the continuation of the downward spiral of the value of human life. With that downward spiral comes a greater frequency for all in this City to be in harm's way. These line of duty death officers, as well as those whose lives were lost in the performance of duty, intentionally stepped in

harm's way for the sake of the people who live in this City. Every member of this department, admit it or not, has done the same thing and every citizen should be grateful for them doing it. But it's apparent that Nate and Rich didn't do their job for a gratuitous pat on the back. They did it because they loved helping people and saw the differences in what they did. It's just too bad that so many are blinded to the dedication they had for their fellow man. Blinded by disdain for things that they have no understanding of, like why Police do what they do, or needing to blame their life's miseries on someone, and the Police have just happened to be there most every step of their life's way. Until they lift the blindfolds and see the sacrifices these Police Officers made for them, they will continue to deserve the type of lives they are living and they must place the blame where it deserves to be, squarely on their shoulders.

Thank you Police Officer Nathaniel Taylor for being the man you chose to be and may your family and friends be consoled by that choice.

Contract Negotiations

The Board of Directors has agreed to pilot several new work schedule programs throughout the City and are to begin in the 1st police period of 2009. Members of the Core Group and the Work Schedule Committee have

attended Roll Calls in the affected Units to explain the Pilot Programs and answer questions. These programs are posted on the FOP website as is the entire agreement which ensures a process for arbitration in case the Lodge and the Department can't agree on the continuation, modification, expansion or discontinuation of any of the programs. This process was an absolute necessity for the Lodge in light of what happened to the last work schedule pilot that was unceremoniously discontinued after the pilot ended. What the Lodge would like to see happen with these pilots is, at the end of the program we end up with several different work schedules for our members to choose from not just one option to serve as a replacement for the current schedule. The Lodge has put a great deal of effort into getting a new work schedule over the past twelve years of contract negotiations and this agreement is a culmination of those efforts. Many members are ecstatic over some of the changes, many are not. What must be understood is that there will be no changes to the current schedule before the new ones are tried and given a fair chance and I believe that the agreement that was reached will give them that fair chance.

Midway Lease

The City has apparently finalized a deal for the lease

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President's Report Continued...

of Midway Airport. The legislation that has been passed allowing them to do so is known as Public Act 094-0750. This act requires that 90% of the proceeds from the lease be used for infrastructure and contributions into the City's four Pension Funds basically on an equal basis. In consideration of these facts, after paying off the airport, the City should have about 500 million to use to shore up the four City Pension Funds funding levels. It will be interesting to see how this influx impacts our pension funding level and what emphasis this will have on the Pension Commission if any.

Constitutional Convention

The Lodge 7 Board of Directors has voted to oppose the convening of a Constitutional Convention this coming Fall. As was addressed last month, the potential for such a Convention, which must appear on the ballot for Statewide elections every 20 years, could have a significant impact on issues that are of great importance to us in Lodge 7. The main area of concern for our members and others who receive public employee pensions, is that our guarantees for

our pension benefits are found in the Illinois Constitution. It has been widely discussed that the objective by many politicians is to conduct the convention to build in a recall amendment for the Governor. In addition to this objective there have been others bantered about such as modifying the tax structures and enhancing school funding. There has not been one issue addressed that "they" feel necessitates a Constitutional Convention that could not be handled through good government. But good government has been lacking in Springfield recently and the ever so slight potential for any attempt to amend the guarantees of our pension is too much to risk. Lodge 7 will join with other labor organizations including all members of the Illinois FOP State Lodge in opposing the efforts to have a Constitutional Convention in Illinois. Please ensure that you and all your family and friends are registered to vote this November so that you can help us beat back those that will come out of the woodwork in their efforts to have one.

VOTE "NO" TO A CONSTITUTIONAL CONVENTION.

General Meeting

At the September General Meeting the Constitution and By-law proposals that were presented here in the Newsletter for the past 2 months were addressed. At the time of consideration on these matters, the maker of the proposals stepped forward and removed them from consideration.

At the General Meeting on October 21st, there will be the drawing for the Richard Lis Scholarships. This year there will be an additional drawing for a scholarship offered by the St Jude's Police League in addition to the 20 \$1000 scholarships offered by Lodge #7. An application for the scholarships is published in this newsletter, page 11.

PO Dannie Marchan

The Department and the entire City were shaken recently when it was learned that one of our own had taken the lives of his two young children before turning the same gun on himself and taking his own life. The

answers to all the "why's" will never be sufficient enough to justify such actions. The best that any of us can do is to be supportive of our Brother's Family and to be more aware that many of us may keep things in. We are often more cognizant of this type of potential around the holidays, but as we have seen, it happens anytime and anyplace. Please remember that having each others back is a responsibility on duty and off duty when we can. Our sincere condolences are extended to the family of Police Officer Dannie Marchan.

Some Good News

The word is out that the Iowa Appellate Court has overturned the assault conviction of Mike Mette. There is a timetable that must be waited through but barring any further challenges, Mike should be home soon. Congratulations are in order for the perseverance of Mike's Family and friends that undoubtedly had a significant impact on the Judges decisions. If Mike so chooses, we anxiously await his return to the ranks of the Chicago Police Department.

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

Pension Fund Elections

In October the Pension Fund will be sending ballots out in the mail. All members will receive ballots for their respective categories (active, retired, sergeants and lieutenants and above). This is a very important election as the trustees that sit on this board decide how our pension money is invested. They also decide issues such as disability, credit for service and many other important decisions that will

affect many of our members' lives. The Board has endorsed Steve Robbins for the active position, Ken Hauser for the retired position, Mike Voight for the sergeant's position and Bruce Lipman for the Lieutenants, Captains and sworn exempts. Please, take the time to vote in these elections as to who sits on this board because they will maintain that position for three years. The Lodge has advocates that go to every

board meeting and will continue to monitor what happens at the pension board meetings and report back to our Board of Directors, but we need the help of the membership to place trustees in these positions by choosing candidates that have the experience and will get the job done.

At last months pension board hearing Ron Huberman attempted to get pension credits for his time at

the CTA. The board voted to table the decision. The only person who was willing to vote Ron Huberman down was Trustee Steve Robbins; the rest of the board voted to table this decision. Please vote and send your ballots back in right away.

Stars & Shields

If anyone has any extra stars or shields please send them to Sgt. Gawne in the Personnel Division. I don't care

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First Vice-President's Report Continued...

(Continued from page 2)

if they're plastic, this guy needs help! Sgt. Gawne must be concerned with the Department running out of stars and shields because he keeps harassing and threatening our disabled officers that he is going to have them arrested. Some of these officers have been disabled for more than 10 years. Did this guy just wake up from a coma and discover that the disabled officer didn't turn in his star or shield? He doesn't even care if they send him a copy of the case report that states that the star or shield was stolen. Somebody of authority needs to wake up and do something about this guy.

Interactive Health Screenings

This month the I.H.S. health screenings will be held at the 018th District/Area 3, located at 1160 N. Larrabee on 13 October through 15 October 2008. To schedule an appointment please call toll free 800-840-6100. Appointments needed to be evaluated.

Flu Shots

The Lodge will have our annual Health Fair for Flu Shots on October 29, 2008. The Flu shots are FREE for our members. Any FOP member can come down to the Lodge between 7:00am and 5:00pm for their shot. Family members may also receive a flu shot. The cost for family members is \$25.00 each. There is no need to call for an appointment, walk-ins welcome.

Open Enrollment/Flexible Spending Account

As of the deadline for the newsletter we do not have the Open Enrollment dates available yet. Open Enrollment will be towards the end of October. When we receive the dates we will post them on the FOP website under current events. Last month I wrote about

Flexible Spending Accounts. Every member should be in this program. You can only join or change your Flexible Spending Account during the Open Enrollment period.

The Mission of the Chicago Police Memorial Foundation

The Chicago Police Memorial Foundation is a not-for-profit organization dedicated to honoring the lives of our fallen Chicago Police heroes. The Foundation provides support and financial assistance to the families of Chicago Police Officers who were killed or catastrophically injured in the line of duty. We have already completed (and now maintain) the nation's finest police memorial in Gold Star Families Memorial and Park on our lakefront. Now the *Mission Beyond the Memorial* continues the tradition of loyalty and generosity of the C.P.D. and focuses on the needs of the men and women of this great department, and their families. The Mission will:

1. ensure that the financial needs of the families of Chicago police officers killed or catastrophically injured in the line of duty are taken care of;
2. provide financial assistance to the families of active duty officers who die or suffer serious illness;
3. stay vigilant in opposing the parole of anyone convicted of killing a Chicago Police Officer.

Here's what the Mission Beyond the memorial will do every year:

1. Provide \$50,000 immediately to the family of a Chicago Police Officer who is killed in the line of duty.
2. Pay the grammar school and high school tuition of the sons and daughters of all po-

lice officers killed in the line of duty.

3. Pay the grammar school, high school and college tuition of the sons and daughters of all police officers catastrophically injured in the line of duty.

4. Provide \$1,000 at the beginning of the school year for clothing and school supplies for the sons and daughters of all police officers killed or catastrophically injured in the line of duty.

5. Provide \$3,000 right away to the family of any active police officer who dies. This money is for the family's immediate expenses, like bringing relatives in from out of town.

6. Pay the medical insurance premium for police officers who are terminally ill.

Here's what Mission Beyond the Memorial has already done in 2008:

1. In the first eight months of this year alone, the Chicago Police Memorial Foundation has provided over \$220,000 in financial benefits directly to the families of Chicago police officers. This will continue in the decades to come with your generous support!

Representatives from the Chicago Police Memorial Foundation attend parole hearings and give testimony

opposing the parole of cop killers. The Foundation also charters a bus and transports uniformed police officers to appear at the En Banc hearings held by the Illinois Prisoner Review Board in Springfield, Illinois.

When the Chicago Police Memorial Foundation says we will "NEVER FORGET" our fallen brothers and sisters and their families, "WE MEAN IT!" We would not be able to provide the financial assistance to the families of Chicago Police Officers if it wasn't for your payroll contributions to the Foundation. Remember: 100% of your contributions go towards that assistance; no operating expenses come out of payroll contributions. Your support is a reminder that when troubled times arise, we come together as families do, and provide comfort, support and protection to one another.

For more information on the activities of the Chicago Police Memorial Foundation, please visit our website at www.CPDmemorial.org and share the dream of the Foundation with your family and friends.

Thank you, and as always stay safe and make sure at the end of your tour of duty you go home safely to your family.

10-1

BENEFIT

10-1

You're invited to a benefit to financially assist Officer Ray Valdez of Unit 189, Narcotics Section.

Friday, 24 October 2008 - 1800-2300 hours

FOP Hall

1412 W. Washington Blvd, Chicago, Illinois

Tickets cost \$25.

For more information please contact Frank Paz

Financial Secretary's Report, *By Tim Fallon*

Juvenile Intervention Support Center

On September 26, 2008 the City filed a motion in Chancery Court to vacate a Supplemental Award issued by Arbitrator Goldstein. The Supplemental Award arises from an arbitration concerning improper transfers and details to the Juvenile Intervention Support Center. In the original arbitration award Arbitrator Goldstein ruled in favor of the Union on some grievances, and denied some of the other grievances. Arbitrator Goldstein remanded the grievances back to the Union and the City to attempt to agree on an appropriate remedy. Of course we were unable to come to an agreement on the remedy. The case was then re-submitted to Arbitrator Goldstein for final resolution.

Arbitrator Goldstein issued a Supplemental Award on July 1, 2008 regarding the J.I.S.C. grievances. Arbitrator Goldstein ruled that the remaining grievant detectives should be awarded time and one half pay for the time they were assigned to the J.I.S.C. The Arbitrator considered several possible remedies, and finally decided that there was no way to "unscramble the omelet." The Arbitrator states, "Any other equitable remedies I have tried to think of similarly involve the rewriting of the parties' contract or the disadvantaging of third party and equally innocent Detectives." The Arbitrator also states in his award, "The general Management right to make such involuntary transfers when there are no qualified bidders to fill a recognized vacancy is, by the terms of Section 23.8, within Management's discretion", I again specifically emphasize. THIS CURRENT CASE REPRESENTS INSTANCES

OF AN ABUSE OF THAT DISCRETION but does not change the core Management right to fill recognized vacancies when there are no qualified bidders.

Arbitrator Goldstein's introduction statement in the original arbitration states, "At the hearing, the parties were afforded a full opportunity to present such evidence and argument as desired, including an examination and cross examination of all witnesses". A 176 page stenographic transcript of the hearing was made. The Union and the City each filed post-hearing briefs, which were received by the Arbitrator on January 25, 2008 and January 31, 2008 respectively, whereupon the record was declared closed. Both parties stipulated at the hearing as to this Arbitrator's jurisdiction and authority to hear this case and issue a FINAL AND BINDING DECISION in this matter.

In other words this was a case that went to full binding arbitration, the case was then remanded to the parties in an attempt to agree on a remedy, then finally returned back to the arbitrator because no agreement could be reached between the parties. The arbitrator considered several possible remedies, and finally settled on time and one half, while still upholding the Department's right to involuntarily transfer when there are no successful bidders.

The City states in their motion, "It is well settled in Illinois that an Arbitrator has no authority to award punitive damages, absent express contract language granting the Arbitrator such authority, and that any award of punitive damages not grounded in the express language of the con-

tract must be vacated." The City also cites three cases in their defense of the motion, where arbitration decisions have been vacated. In the last 15 years, and probably longer, the City or the Department has never gone to court to vacate a binding arbitration decision with the Union. It is true that an arbitrator has no authority to award punitive damages, but it is also true that arbitrators are given wide ranging remedial powers to resolve grievances. Clearly Arbitrator Goldstein was in the position of using his wide ranging remedial powers, when he used the phrase "unscramble the omelet." This was not a punitive award; several other possible remedies were considered and dismissed by the Arbitrator, prior to issuing his Supplemental Award for time and one half.

This case is not unlike our current FLSA case pending in the Federal Appellate Court. The City has had their full day in court, the City has been told they are wrong, but they keep looking for someone to tell them they are right. The City certainly has the right to appeal, but what they are doing is not right.

The Union intends to fight the City in court and we will be asking the Court to affirm the Arbitrator's Supplemental Award. We will not allow the City to undermine the final and binding provisions of our contract.

F.T.O. Program

There have been several newsletter articles written about the F.T.O. program, and how terribly the Department has handled the situation. One thing that has become abundantly clear about this current mess is that no

F.T.O.s or members of the Union negotiating team have had any input in this decision. Quite the opposite, there are several contract proposals on the bargaining table for the F.T.O. program, and they have all been ignored by the Department. The Department decided to implement a new F.T.O. program that limits F.T.O.s to one district per area. This was done against the strong objections from the Union.

Prior to this article there were approximately 150 F.T.O.s filling a position that is budgeted for 265. As of September 30, 2008 roughly 40 F.T.O.s have resigned their F.T.O. status and returned to the D1 rank of P.O. Clearly these resignations were done because F.T.O.s did not want to leave the district they were already assigned. But what about the remaining 100 or so F.T.O.s? They will train the new recruits, and make sure they know how to work the street before sending them to work with other P.O.s. They will also teach the new recruits that you cannot trust this current administration of the Department. That distrust will then carry on into new Department administrations. Only a blind and most certainly deaf man (did not listen to us) could not have seen this coming. Supreme Court Justice Oliver Wendell Holmes once said, "...even a dog knows the difference between being stepped on and being kicked..."

The Union has filed an unfair labor practice complaint at the Illinois Labor Relations board in an attempt to stop this ridiculous move by the Department. However the damage is most likely already done.

Third Vice-President's Report, *By Greg Bella*

No End In Sight

The downward spiral continues as we lose officers through attrition and there is no one being hired to replace them. At what point will the public say they have had enough? The murder rate is climbing, calls for service are way up, the crime index is going up and we are asked to do more with less. It is impossible to police when you spend all of your time chasing radio assignments, running from job to job. If this administration started the wheels moving to hire people right now you would not see the first class in

the academy until sometime next year. If they would attempt to replace all of the losses through attrition you would not see any recognizable relief until 2010. You must remember that even if the City were to replace 500 lost officers, it will still experience a loss of 20-50 officers each month because of retirement and that just increases the deficit.

On Saturday Sept. 27, the Mayor was asked about his failure to make good on a pledge to hire more police and whether or not his decision to refrain from hiring

more police is affecting public safety. "No, No," said Daley when asked about the lack of new hires and the impact on safety. When pressed, Daley bristled and said, "It just won't work." I hate to say it but I think the Mayor is right. Jody Weis promised the Alderman that because the department is down hundreds of officers as a result of attrition, he would expand the force by 75 officers. Weis can fool the Alderman because they don't understand math but you can't fool the Mayor. Even he knows that losing 400 or

500 officers and hiring 75 just won't fix the problem. And for the Alderman who don't understand, 75 officers divided by 25 police districts is 3 officers per district and then divide that by three shifts that comes out to one officer per shift, not counting days off. So each watch would net six tenths of an officer.

Until this administration gets serious about the manpower shortage, the streets of Chicago are not and will not be safe. Look at the number of cases where the offender aims a gun at an officer, shoots

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Recording Secretary's Report, *By Sidney Davis*

Beneficiaries

This is a subject that needs constant reminding to our membership, the untimely death of a loved one sometimes results in a second devastating shock. Life must go on after the tragic loss of a family member which means financial dependability. All too often it is discovered that funds earmarked for the wife, husband, children or a parent will not be going to them, why is that? WE FAILED TO TAKE THE NECESSARY TIME TO CHANGE A BENEFICIARY. Take the time today to check your policies and be sure that your hard earned dollars benefit the individual(s) that truly deserved to be compensated. Enough said other then CHECK YOUR POLICIES.

Watch Bids

Annual Selection

Annual selections of furlough bidding will take place this November followed by watch selections in December. The November F.O.P. Newsletter will contain the risk of "NO BID", and instructions for completing a watch bid selection form. Section 31.4 of the

Collective Bargaining Agreement covers watch bids. Members who recently join the department or have never bid for a watch selection are encouraged to locate their Unit Rep and seek assistance (if needed) in the process.

Ambulance Service

Section 25.3 - Agreement between FOP and the City refers to Active members and their dependents. There is a General Order through the Fire Department (General Order 93-005). This order states that after initial emergency treatment has been administered, and if medical conditions permit the member or his/her immediate family member may be removed to an approved hospital of the member's choice. Such request shall be made by the member only. Retired fire and police personnel will be given the same consideration as an active member. Exception: Immediate family of retired fire and police personnel is defined as member's spouse only. If a member receives a bill for ambulance transport, (Special Directive

95-010 / Fire Department), he/she must submit a copy of their department identification card and identify his/her city position (i.e., title, rank, badge number, file number) in a brief statement to the Department of Revenue. The member is to indicate whether the cause for transport was an on duty or off duty illness/injury. When the patient is an eligible dependent, the department member is to identify his/her city position and proof of dependent relationship, (i.e., birth certificate, marriage license) in a brief statement to the Department of Revenue. The bill and department member's statement of identification are to be mailed to: Ambulance Bills - Benefits Office - Room 400 - 333 S. State Street - Chicago, Illinois - 60604. Retired Chicago Lodge 7 members who experience trouble having bills paid are to contact FOP.

Daylight Saving Time

Just a reminder that daylight saving time ends on November 2, 2008

Uniform Inspection

General Order 98-10, add 1, (1V, B (1): Unit Commanding Officers will conduct an annual formal inspection of the winter dress uniform, including items listed in 1V-A-1 of G.O 98-10. This winter dress inspection will take place between 01 and 10 Nov 2008. Members are reminded to be prepared for the winter dress inspection by starting now and locating all items needed to include proper cleaning and maintenance of said items. Be prepared. Make-up inspections will be conducted and deficiencies will be corrected within 7 days of the formal inspection, or upon the member's return from an absence, i.e., medical furlough, etc.

Soto Reward Fund

Want to donate? Funds are being collected at the Chicago Patrolmen's Federal Credit Union.

Please make checks payable to:
Detective Robert Soto Reward Fund

Send checks to:
1359 W. Washington Blvd.
Chicago, IL 60607

For more information contact the
Credit Union at 312-499-8836

Political Endorsements

On September 12th the Lodge 7 Political Action Committee met for the purpose of interviewing and choosing candidates for endorsement recommendations to the Board of Directors. The Political Action Committee can only give consideration to those candidates who request the endorsement and as many races in this town are decided in the primaries, our task was lighter than in the past. Please give consideration to the endorsements that have been made by the Board. They are made in the best interests of our membership.

NATIONAL OFFICES

3rd Congress	Daniel William Lipinski
5th Congress	Rahm Emanuel
7th Congress	Danny K. Davis

STATE OFFICES

6th Senate	John J. Cullerton
11th Senate	Louis S. "Lou" Viverito
18th Senate	Edward D. Maloney
33rd Senate	Daniel W. Kotowski
2nd Representative	Edward J. Acevedo
6th Representative	Esther Golar
13th Representative	Gregory Harris
15th Representative	John C. D'Amico
16th Representative	Lou Lang
19th Representative	Joseph M. Lyons
20th Representative	Michael P. McAuliffe
21st Representative	Charles "Charlie" Johnson
22nd Representative	Michael J. Madigan
23rd Representative	Daniel J. Burke
25th Representative	Barbara Flynn Currie
28th Representative	Robert "Bob" Rita
35th Representative	Kevin Carey Joyce
39th Representative	Maria Antonia "Toni" Berrios
40th Representative	Deborah L. Mell
65th Representative	Aurora Austriaco
77th Representative	Angelo "Skip" Saviano
Cook County States Attorney	Anita Alvarez
Cook County Clerk	Dorothy Brown

CONSTITUTIONAL CONVENTION

The Fraternal Order of Police urges you to vote NO on the Constitutional Convention question.

We have included the endorsements of the Illinois State Lodge as many of our members reside outside the Chicago area. These endorsements as ours are based upon requests from the candidates and consideration is given to more than a dozen issues surrounding the candidate. If you can vote for these candidates please consider doing so.

U.S. Senator Dick Durbin
 8th Congress Melissa Bean
 First Judicial Circuit James Moore
 28th Senate John Millner
 43rd Representative Keith Farnham
 44th Representative Fred Crespo
 51st Representative Amanda Howland
 53rd Representative Carol Javens
 56th Representative Paul Froehlich
 69th Representative Greg Tuite
 75th Representative Careen Gordon
 85th Representative Emily McAsey
 92nd Representative Jehan Gordon
 96th Representative Dianne McGuire
 107th Representative Patti Hahn

VOTING FOR JUDGES

Although too many people just skip the judges; there are several methods that Chicagoans traditionally use when voting the judicial ballot that are equally as bad. Many employ the all Irish or all Italian surname method, more recently, the first or last man or woman on the ballot a kind of hit or miss method has become popular. On this ballot you will find all sorts of people, if you employ any of these methods you are sure to be disappointed in several of your choices. There are all different kinds of people seeking seats on the judicial bench, including attorneys who have represented cop killers for money. Make every effort to make good choices.

JUDICIAL OFFICES

1st Appellate, (Campbell Vacancy)	John O. Steele	Cook Circuit, (Glowacki Vacancy)	Jesse G. Reyes
Cook Circuit, (Keehan Vacancy)	Marilyn F. Johnson	Cook Circuit, (Lott Vacancy)	Thomas J. Byrne
4th Subcircuit, (Shultz Vacancy)	Pat Rogers	8th Subcircuit, (Sheehan Vacancy)	Ann Collins Dole
10th Subcircuit, (Kowalski Vacancy)	Ursula Walowski	10th Subcircuit, (Morrissey Vacancy)	Diana L. Kenworthy
10th Subcircuit, (Pucinski Vacancy)	Eileen O'Neill Burke	12th Subcircuit, (Devlin Vacancy)	Laura J. Morask
13th Subcircuit, (Ryan Vacancy)	Ann Catherine Brady	13th Subcircuit, (Tobin Vacancy)	Margarita Kulys Hoffman

RETENTION JUDGES

Gerald C. Bender	Diane Gordon Cannon	Clayton J. Crane	Richard J. Elrod
Peter A. Felice	Thomas E. Flanagan	James Patrick Flannery	John J. Fleming
James J. Gavin	Robert E. Gordon	Vanessa A. Hopkins	Rickey Jones
Themis N. Karnezis	William G. Lacy	Casandra Lewis	Thomas J. Lipscomb
Noreen Valeria Love	Barbara A. McDonald	Lewis Nixon	Lawrence O'Gara
Sebastian Thomas Patti	Edward N. Pietrucha	Edmund Ponce de Leon	Barbara Ann Riley
David P. Sterba	Shelley Lynn Sutker-Dermer	Sandra Tristano	Kenneth J. Wadas
Frank G. Zelezinski			

Third Vice President's Report Continued...

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at an officer, or worse yet shoots an officer. These cases are sadly becoming commonplace. If an offender is not afraid to commit a crime against an armed police officer or shoot a police officer, what chance does the average citizen stand? BE AFRAID!

The Cook County States Attorney Race

Sunday, 28 Sept 2008, both candidates for the Cook County States Attorney's Office, Anita Alvarez and Tony Peraica, appeared separately on NBC to speak about what they would do if elected. Both candidates were asked about Chicago Police Officers not being aggressive due to the current climate and surprisingly both responded. They both stated that officers should do their job and then moved on to the next subject. Carol Marin, a seasoned reporter, failed to ask the follow up question. What exactly is a police officer's job and how would you make them do it? I guarantee that neither candidate would have been able to answer that question, nor would any of our other brilliant elected officials.

Our job is to find criminals and arrest them. How can we do that when we are forced to chase the radio from assignment to assignment? Should we not answer the 911 calls and focus on the criminals? Even when we do catch the "bad guy", we have to let them go after 48 hours if they don't want to talk to us. If a witness to a murder, usually the only person who knows the identity of the offender, doesn't want to tell us who the offender is, they can simply walk away. We can't compel witnesses to co-

operate. If we get lucky and jump through all of these hurdles and make an arrest, then you are forced to rely on the ASA to do his/her job. Unfortunately often times the ASA refuses to charge and the offender walks. Saturday, one of our officers, who was off-duty, arrested an offender who shot at victims in two separate robberies. The officer observed the offender running from the scene, the officer followed the offender, flagged down a squad car and a foot chase ensued with the officer confronting the offender who pointed a gun at the officer but was taken into custody without incident. The offender, James Villareal, was charged with attempted armed robbery, attempted vehicle hijacking, aggravated assault and aggravated discharge of a firearm. Is it a police officers job to put his life on the line while off duty?

Through all of this no one, not the Mayor, not the candidates for public office care enough about the victims to give us the tools we need to do our job. So instead of asking the elected officials what is the job of a police officer, the media should be asking the Mayor, Weis, Alavarez and Peraica what their job is and why aren't they doing it? The citizens of Chicago deserve better.

In September of 2006, we lost an off-duty officer in a fatal vehicle crash. He was killed by a drag racer who was barely under the legal limit for intoxication by the time he was tested. The ASA refused to approve charges in this case. Now we fast forward to this year and a strikingly similar case occurs. In

the most recent case, the off-duty officer was the survivor. After the judge found there was no probable cause for the arrest, the State's Attorneys indicted the officer after receiving heat from the media.

Since the aforementioned case, an off-duty officer was beaten and hospitalized by an offender he attempted to take into custody. In this case, the ASAs rejected felony aggravated battery to police charges and the ADS overrode the decision. The case was sent to court for a probable cause hearing, however when the victim/officer arrived, he was informed by the ASA that they decided to do the hearing on the previous Friday. Since the victim/officer was not there, by design no doubt, the judge determined that there was no probable cause. Obviously the ASA's office will indict this case as well. I mean if they insist on indicting cases where an officer is an accused, surely they will indict cases where the police officer is the victim. Don't hold your breath. This is the same office that is fighting to use administrative breathalyzer results against our officers during criminal cases.

Scott Cassidy was a prosecutor in the Special Prosecutions Unit and he got arrested for disorderly conduct on a riverboat in Joliet. Was he ever disciplined? He was given a job

with the Cook County Sheriff's Office. If he were a police officer, he would have been stripped of his police powers and sent to call back immediately. If he were a police officer and even in the event the case was resolved in his favor, the department would impose discipline. We understand that we are held to a higher standard, however we will not allow the ASAs or anyone else, make us second class citizens because we are police officers. The law must fairly be applied equally.

Major Cities Conference

On a lighter note the Lodge was the host for the 4th Major Cities Conference and unions from across the country were in Chicago to discuss problems and develop strategies for dealing with departments nationwide. We cannot thank Rich Toolis and Bob Shoup from the Emerald Society enough for the Rib fest they cooked. It is a testament to Rich's skills when officers from Texas tell you this is the best barbeque they ever tasted. Thanks to all the Board members for your hard work. A special thanks to Kathy and Doreen who really put the conference together.

Hey, Old Filmorites!!!

If you worked in the 011th District in the 70's or 80's,
you should come to the reunion!

Thursday, 23 October 2008 - 1700-2100 hours

Studio 31

5147 S. Archer, Chicago, Illinois

For more information please contact 773-988-1106

Pension News, *By Steve Robbins*

Accountability is a trait Police Officers are familiar with. The Pension Board election being conducted this month will fill the four elected positions on our eight members Board for the next three years.

The Pension Trustee position elected by active Police Officers below the rank of

Sgt. will be voted on by a group of over 11,500 Officers, which is larger than the three other elective groups (Retiree, Lt. and above, and Sgt.) combined.

When you exercise your right to vote, you send a message to the Board and the City that you care about your Pension. Our critics are fu-

eled by the apparent apathy indicated by low vote returns. Please take an active role regarding your future.

My decision to seek re-election as Trustee has given me the opportunity to run against five of my fellow Officers who are qualified and have expressed their dedication, through their candidacy, to rep-

resent the Pension Fund and its members. The current political and financial climate will require our elected Trustee to make some very important decisions regarding our fund. Please cast your ballot with due consideration.

Thanks for your attention. Steve R.

The Most Important Body Part, *Compliments of Rabbi Moshe Wolf*

Once a year, members of the Chicago Police Department gather for a candlelight vigil held at our own Gold Star Family Memorial and Park. We honor and memorialize all those who gave the ultimate sacrifice in the line of duty and in the performance of duty. This year it was attended by thousands of men and women in blue, family and friends who showed up just to "be there" and show their support. Let me share a moment with you that kind of put it all in perspective. I was standing at the memorial wall and watched an officer who lost his partner in the line of duty walk over to a Chaplain, they hugged each other, shed some tears, looked into each others heart, no words were spoken, no words needed to be spoken. After a few heart-felt moments they shook hands exchanged a few words of prayer and blessings, and parted ways. A most powerful lesson that in life's most difficult moments, it's not what you say that provides the most comfort, but just "being there". Let me explain with a short story...

"The Most Important Body Part"

Growing up, my mother used to ask me what the most

important part of the body is. Through the years I would take a guess at what I thought was the correct answer. When I was younger, I thought sound was very important to us as humans, so I said, "My ears, Mommy." She said, "No. Many people are deaf. But you keep thinking about it and I will ask you again soon."

Several years passed before she asked me again. Since making my first attempt, I had contemplated the correct answer. So this time I told her, "Mommy, sight is very important to everybody, so it must be our eyes." She looked at me and told me, "You are learning fast, but the answer is not correct because there are many people who are blind."

Stumped again, I continued my quest for knowledge and over the years, Mother asked me a couple more times and always her answer was, "No. But you are getting smarter every year, my child."

Then last year my grandpa died. Everybody was hurt. Everybody was crying. Even my father cried. I remember that especially because it was only the second time I saw him cry. My Mom looked at me when it was our turn to

say our final good-bye to Grandpa. She asked me, "Do you know the most important body part yet, my dear?" I was shocked when she asked me this now. I always thought this was a game between her and me.

She saw the confusion on my face and told me, "This question is very important. It shows that you have really lived in your life. For every body part you gave me in the past, I have told you were wrong and I have given you an example why. But today is the day you need to learn this important lesson." She looked down at me as only a mother can. I saw her eyes well up with tears. She said, "My dear, the most important body part is your shoulder." I asked, "Is it because it holds up my head?" She replied, "No, it is because it can hold the head of a friend or a loved one when they cry. Everybody needs a shoulder to cry on sometime in life, my dear. I only hope that you have enough love and friends that you will always have a shoulder to cry on when you need it."

Then and there I knew the most important body part is not a selfish one. It is sympathetic to the pain of others. People will forget what you said; people will forget what you did; but people will NEVER forget

how you made them FEEL.

So the next time you find yourself next to someone who suffered a loss, going through some hard times, or is down and out, remember, you might not have the right words or there might not be any words, say I'm sorry for your pain and offer a shoulder. Because in life we can all use a good cry at one time or another and it's always easier when you have a shoulder to lean on.

As your Police Chaplains, we all always thank G-d for the gift of two shoulders, one that helps keep our heads up and the other is always available to share with you, feel free to use it ANYTIME. It's an honor and a privilege to "serve those that serve".

To all members of my flock of the Jewish faith, Shana Tova, blessings for a happy, healthy and prosperous New Year! May G-d bless you and keep you safe, today and always. Amen.

Compliments of your Police Chaplain Rabbi Moshe Wolf 773-463-4780 or e-mail: moshewolf@hotmail.com

Disability Report & Veterans' Corner Continued...

Disability Report

The best of health from the Disability Committee. We are available for calls at the FOP office Monday through Friday. Click on the Disability Page link on the FOP web site, www.chicagofop.org, for beneficial information. Email address: csala-dino@chicagofop.org.

August Pension Meeting – Advocates present were DET Mark Howe, PO Mike Shields and myself. One appointed trustee absent. Disability Claims: *Duty* – 3 granted, 1 taken under advisement. *Heart* – 1 granted. *Ordinary* – 2 granted without prejudice, 1 deferred. Two returned to work full duty. DET Mark Howe was present at the July 30th Special Meeting.

Trustee Election for the Pension Board will be held October 23, 2008. Ballots will be mailed October 8-13, 2008. Officers on Disability will be able to vote.

Section 18.6 – Return to Duty

Officers returning to duty from Disability should be aware of this process. In order to enable officers applying to return from leave for injury or illness to be processed back to duty as soon as possible, the Employer shall advise such officers in advance of the records needed and other requirements they must meet in order to permit such return. The employer must consider medical records and reports from legally-qualified practitioners of the healing arts acting within the scope of his or her license, including, but not limited to chiropractors, in its determi-

nation of whether an officer is fit to return to duty. If the employer requires and specifies certain additional medical tests to be performed and passed as a condition of the officer's return and said tests were not, and are not normally, performed in the normal course of appropriate medical treatment for the illness or injury involved, then the Employer shall, at its option, either provide the test, or reimburse the officer for the cost of both the test and any required record thereof to the extent that such cost is not covered by insurance.

Veterans' Corner
Operation Enduring/Iraqi Freedom – Our thoughts and prayers go to the CPD members who are actively serving our country in the military.

USERRA – The Uniformed Services Employment and Reemployment Rights Act. USERRA applies to virtually all employees, including the federal and state governments. USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA covers reemployments rights, right to be free from discriminations and retaliation, health insurance protection, and enforcement. For information contact VETS at 1-866-4-USA-DOL or visit website at <http://www.dol.gov/vets> or call Illinois U.S. Dept. of Labor at 312-793-3433.

Chicago Police Marines Annual Fundraiser – Sunday, Nov 2nd, noon at FOP Hall

Mayfair Veterans Memorial – 11th
Sunday, Nov 2nd, 1:30 pm at
Lawrence & Keeler Avenues

"When you surround an army, leave an outlet free.

Marine Corp Birthday – *Do not press a desperate foe too hard."* ~ Sun Tzu
Monday, Nov 10th

Veterans' Day – Tuesday, Nov Airborn Sal

Hey You 007th District Guys & Gals

On October 7th at 1000 hours there will be a commemorative picture taken at the old 007th District Station at 6120 S. Racine for all current and retired members who have spent any time assigned there. Current members are asked to wear their "Class A" uniforms while retired members are just asked to wear something appropriate. This will be the last opportunity to get this "Kodak Moment" prior to the new district opening on Loomis Street.

Deceased Brothers & Sisters

Robert F. Peppler, Age 77
William R. Minogue, Age 69
Terrence M. Griebahn, Age 66
Charles E. Dawson, Age 60
James L. Smith, Age 56
Fred Bridges, Age 83
Lyle J. May, Age 63
Abraham L. Reid, Age 78
Robert E. Zarek, Age 81
Robert A. Lipinski, Age 73
Thomas M. Haugh, Jr., Age 68
Michael A. Robbins, Age 57

Pension Fund Elections

The health of our Pension Fund is vitally important to all of us. You will soon receive your ballot from the Pension Fund. Every month Lodge 7 sends its Pension Committee to observe first-hand the actions of the Pension Fund's Board. With the advice and direction of the representatives we send to observe the actions, the Board of Directors of Fraternal Order of Police Chicago Lodge 7 endorses the following candidates for Trustee on our Pension Fund:

Police Officer Steve Robbins
Sergeant Mike Voight
Lieutenant Bruce Lipman
Retiree Ken Hauser

The Board of Directors believes that this team will best represent you at our Pension Board. All of these candidates are F.O.P. members in good standing and are all former members of Lodge's Board of Directors.

Fitness For... "Our Finest", By Coach Joe Cullen

OUR KIDS OUR FOUNDATION

Hope you're enjoying the early Fall, officers. We've been focusing this year on *Health & Fitness* for the adults. This month, I thought you'd enjoy information on our valued **children**.

Just as a building is only as strong as the foundation, the bond/strength of our communities is a result of the proper development of our children – *the building blocks to society*. Exercising and educating their minds & bodies are key factors to this and avoiding later violence, along with promoting a healthier, safer and happier lifestyle.

Makes sense, right? "OK, Coach Joe, we know that, but what are some of the tools"? Well, when I coach children, they're given lots of attention. You should see how they soak up this atten-

tion like sponges. Our kids, of all ethnic backgrounds, are so hungry for fun, knowledge and guidance to lead them to a productive and safe life.

Remember the movie, "The Bells of St. Mary", with Bing Crosby & Ingrid Bergman? The theme was that young children & teenagers need attention, discipline, and love, and one of the best ways to accomplish this is through **exercising, team sports, and other group community activities like arts & crafts.**

Allow me to share with you two **(2) websites** that contain a wealth of information to guide you adults on how to lead and coach your children on exercising, healthy eating, and organizing kids parties/get-togethers with a fun, fit and **h e a l t h y t h e m e .** www.fitnessandkids.com www.keepkidshealthy.com

You can also purchase inexpensive videos on these web-

sites, which will inspire you and your children on tips & ideas on healthy lifestyle programs which will instill **CONFIDENCE AND SELF-ESTEEM**, that so many of our children lack.

In a recent interview with Bruce Jenner, the Gold Medal Olympian, 1976, he mentioned that "Sports is an excellent vehicle to building self-esteem in children". I agree.

I also suggest that parents, grandparents, and neighbors sign up the kids in group activities, such as; the Police **G.R.E.A.T** program, (*for more information on the G.R.E.A. T. Program, please give me a call*) Little League Sports, the Boys Scouts, Girl Scouts, Park District programs and other cultural activities. There, they'll be given the **attention, education and discipline they need.** It also helps because many parents need to work 1 and 2 jobs. Ok, so

good luck with the kids, running out of room here, be back in November.

Tip of The Month

*Many kids are overweight & obese due to poor eating habits. Please stock your cabinets & refrigerators with the **LOW FAT** (not no fat) alternatives of their (& yours) favorite foods. Ex: Ice cream, cookies, cheese, juice, soda, milk, bread, pasta, mayonnaise, peanut butter & jelly. All these come in LOW FAT. It's also what I eat.*

Thank you, and if you have any questions or suggested topics, feel free to call or write me. Cell # is 312-972-2828 or (office) 773-857-7027, and my e-mail is jcullen@CertifiedHealthFitness.com. Or visit my website at www.CertifiedHealthFitness.com

Getting Younger Officers Involved, By Rhonda Bullock, Chairman of the Newsletter

At the FOP State Conference held this past July, the overwhelming remarks of most speakers was that we need to do more to bring our younger Officers into the fold. As you all know, that is something that we here at Lodge 7 have been stressing for the past few years. Apparently this is a national problem. At a recent Unit Rep meeting we had the occasion to address an issue that brought this to the fore front for me.

The Department sought FOP input before implementing a new strategy, which they have since implemented even though it was voted down by the Unit Reps. They wanted to change the way that the Special Employment assignments were administered. This was not a suggestion to

eliminate assignment by seniority, but a way of distributing the assignment more fairly. Currently, Officers are assigned two (2) allotted slots per initiative (Airport, CHA, TARA, etc.). This gives a perceived unfair advantage to a small group of officers while eliminating the possibility of overtime for a larger group.

I made this observation at the Unit Rep meeting and was handily handed my head. With 18+ years on the job, you had better believe that I am **ALL FOR SENIORITY!** Covertly, I believe that giving a little back to less senior officers is a way of letting them know that we are all in this **TOGETHER**. As you all know we attempted to implement the Boston Plan during the last contract negotiations with negative results. Maybe what some of you didn't un-

derstand is that the plan the Department was attempting to implement is just that, a mirror of the Boston Plan. In Boston, officers bid on overtime assignments by seniority, but once you are assigned, you go to the bottom of the list in order to more fairly divide the distribution of O.T. This is just what the department wanted to do.

Instead of one Officer receiving two (2) days at each of the special employment initiatives they would only be assigned one (1) and the department would then go down the list assigning each officer one detail per employment opportunity. Therefore, instead of one Officer having the possibility of eight (8) days of O.T., they would get five (5). Financial Secretary Fallon tried to explain that the allotted slots are so few that this would

still probably only provide spots for a minimal number of other officers (20 yob). However, the fraternalism that it would show is enormous to those officers. In actuality, the Department implemented their plan with the September Special Employment. The lowest officer to receive assignment to Airport Special has 25 years seniority. Even with that, I still feel that this is a more fair way of administering the overtime initiative.

As I stated in the beginning, if we want to get our less senior officers involved, we have to do more to make them feel like they are a part of the gang. Freezing them out of possible ways to make additional money is not going to do it. Just a thought from an 18 year vet.

**Store Hours:**

Mon-Thurs 9:00 – 5:00
 Friday 9:00 – 4:00
 Saturday 9:00 – 1:00

Direct: 312-733-2344

Store Closed 10/13/08
 Columbus Day

GET READY FOR THE FALL INSPECTION!

Now, 10% OFF All Duty Leather Goods, Belts, Duty Ties, Socks & Weapon Cleaning Supplies.
 Don't Forget The Uniform Resale At the FOP Hall On 22 October 08

HALLOWEEN RAFFLE—FREE TICKET WITH ANY PURCHASE...
ENTER AS OFTEN AS YOU LIKE....DRAWING 27 OCTOBER 08, JUST IN TIME FOR HALLOWEEN...

Jr. Police Uniform Costume In Sizes 4/6, 6/8 & 8/10 only. Comes With All The Police Gear, Only \$35.95

Youth, Long Sleeve Cap & Tee Combo With Chicago PD Circle Logo - 2/4 to 14/16 Was \$15.50 each - **Now \$11.50 each**

Youth Girls Cap & Tee Combo With CPD Stars Logo - 2/4 to 10/12 Only Was \$14.50 each - **Now \$11.60 each**

Chicago Baseball Fever - Support Your Team During The Playoffs of October. Get your Northside & Southside pro-style baseball jersey...**now take 10% OFF**...Limited quantities...hurry in...

Pre-Season Glove Sale - **10% OFF** Get them before the weather turns

Sale on all ladies camisole style tops & spaghetti strap tops - **40% OFF**

Canvas style rugged jackets - great for tactical wear - **Now 30% OFF** Limited sizes & quantities - medium to 4XL - Was \$39.95 - **Now On Sale For Only \$27.96** All Sizes... (Call us to layaway a jacket for up to 7 days)

Tee Shirt of the Month

The small CPD patch printed on left chest of gray shirt
 - Small to 3XL **30% OFF**

The Unofficial CPD Daredevil Fishing Lure

"We Don't Catch & Release"
\$11.95 each

Ladies cap & long sleeve tee combo Gray shirt with swirl Chicago PD design The cap is black w/pink
 Small to 2XL only **\$15.95**

THE RICHARD LIS SCHOLARSHIP PROGRAM

This is the application form for the annual scholarship drawing of Chicago Lodge #7. The scholarship awards are in the amount of \$1,000.00 each and are given in honor of our late State Lodge President, Richard Lis. There will be twenty names drawn at the October General Meeting, and we will also draw five additional names, in case some of the winners are not in college or elect not to continue their education. All applications are to be filled out and mailed to: FOP, Chicago Lodge #7, by police mail or U.S. Post to 1412 West Washington Boulevard, Chicago, IL 60607-1821, Attention: Scholarship Committee.

The following rules apply to applicants requesting scholarships:

- Scholarship grants are available to the sons and daughters (including stepchildren) of members of FOP Lodge #7, who will be attending a college or trade school for the first semester of the school year.
- There will be 20 scholarship grants given for \$1,000.00 each on a one-time basis. Payment will be made at our general meeting in January after proof of attendance is received by the Scholarship Committee.
- Scholarships will be available to high school graduates and any student who is presently attending a college or recognized trade school.
- The college attended must be recognized by the North Central Accrediting Association or the trade school must be recognized by the Illinois Department of Registration.
- Only one** application per eligible child will be accepted.
- The scholarship grants will be awarded on the basis of a **drawing** of the submitted applications at the **October General Meeting**.
- Applications may be submitted up to the time of the drawing at the October Meeting.**

RICHARD LIS MEMORIAL SCHOLARSHIP FUND APPLICATION

Applicant's First Name: _____ Applicant's Last Name: _____

Member's First Name: _____ Member's Last Name: _____ Unit# or RTD: _____ Star #: _____

Member's Phone: _____ Member's Address: _____ City: _____ State: _____ Zip: _____

Relationship to Applicant: _____ College or Trade School: _____

Mail To: **Richard Lis Scholarship Fund**, FOP Lodge 7, (Unit 541 via Police Mail), 1412 W. Washington Blvd., Chicago, IL 60607

St. Jude League Offers \$1,500.00 Scholarship

The St. Jude Police League was recognized in the will of a long-time member. The League was bequeathed a gift and was asked to use the funds to endow a scholarship for the children of police officers. The St. Jude League Board of Directors feels strongly that making a long term or even a multi-year commitment to a scholarship fund would dilute their mission and perhaps diminish the things they do so well. The League has asked Fraternal Order of Police Chicago Lodge No. 7 to extend our scholarship program and distribute the funds using the annual scholarship awards program we have in place, (see above).

In October 2008, Chicago Lodge 7 will distribute 20 (twenty) \$1,000 scholarships. On behalf of the St. Jude League, using the same pool of scholarship applications and the same rules, one additional scholarships in the amount of approximately \$1,500 will be drawn.

The St. Jude League's Board of Directors is pleased to fulfill its duty to their member who was so kind as to remember police officers in his will. We hope that this memorial gift will enrich all of us, as it works to ease the burden that the costs of higher education places on the young scholar and his or her police family.



Official Publication of Chicago Lodge No. 7

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IS YOUR ADDRESS CORRECT?
IF NOT, PLEASE CONTACT THE LODGE.
THE 2009 F.O.P. HANDBOOK
IS IN PRODUCTION!!

The Lodge is preparing for its annual mailing to members. Please look at the address label above, this is the address we will use to mail your 2009 Handbook, Membership Card and Stickers. Please contact the Lodge and make any necessary Name or Address changes now.

SECOND NOTICE: Annual Payers (Retirees, Sgts, etc.)
2009 Dues Payments Must Be Received before November 1, 2008

Attention Retirees and Annual Dues Payers you can mail your 2009 dues now. The Lodge will begin accepting credit card payments over the phone after the Labor Day Holiday. *If you turn 75 in 2008, you DO NOT pay!!*

NAME:

PHONE:

ADDRESS:

CITY, STATE, ZIP:

BENEFICIARY:

CHECK ONE:

☐ Retiree Annual Dues \$35

☐ \$60 Sgts. & Above AND/OR Outside Units

Please Charge My ☐ VISA ☐ MasterCard ☐ Discover Credit Card

Exp. Date:MM/YY /

Enter Credit Card #

SIGNATURE:

☐ My Check Is Enclosed