

October

2010

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

Pension Concern

In last month's Newsletter, I went into detail about the condition of the pensions in the State of Illinois and, in particular, about one of the cast of characters that are steering the ship of pension reform in this State. Well, the saga continues. On September 21st, the House Pension Sub Committee met at the Thompson Building to hear testimony from representatives from Municipalities across Illinois that have demonized pension benefits of Downstate Police and Fire members. Also present were the Police/Fire representatives who testified as to the incompetence of those municipal leaders over their handling of inept actuaries as well as their oversight of ridiculous "spikes" in benefits given to themselves and others who are politically connected. For over two months this past spring, the Police/Fire representatives negotiated pension reform with the Illinois Municipal League representatives, all the time under the scrutiny of members of the Illinois Legislature. During those negotiations the Police/Fire representatives agreed to concessions in benefits under a two tier pension system. To attempt to offset having the funds fall once again into dire straits after these reforms, these Representatives insisted upon a funding mechanism similar to the one found in the Illinois Municipal Retirement Fund (IMRF), which most, if not all, of the Municipal Members (Mayors/Managers) belong to.

This funding mechanism, simply stated, requires the municipality to hire an actuary to audit the local pension fund on an annual basis and identify the dollar amount needed to ensure that the local pension fund is close to 100% funded. It is then the responsibility of the Municipality to deposit the required dollars into the fund. This built-in funding mechanism is the reason why the funds covered by IMRF are the most solvent in the State. Building in this funding mechanism for any Police/Fire fund was the deal breaker. The open minded members of the legislature recognized the inherent unfairness of the Municipal League opposition but others are blinded by their political allegiances to the local political machines.

So why should we here in Lodge 7 be concerned with this battle between the Downstate Funds and the Illinois Municipal League? Because this is the same battle/negotiation process that we got included in back in May when the City took a position to include Chicago Police and Fire in the pension reform talks. Due to the unfairness that was recognized by the Senate members, any reform for Police and Fire was delayed at that time. With the Veto session rapidly approaching, it is unclear what action the General Assembly has planned for even more pension reform and the Lodge has yet to be able to get an answer over any potential actions the City may take in this arena. Our efforts are to get the City to live up to their agreements made in 1981 and move the dates, or remove the dates altogether, over the 3% COLA at age 55. As has been agreed to in writing, we also expect the City to discuss any issues that could impact our pension fund prior to taking any action as opposed to what happened in May. They have given their assurances that they currently have no position on what action, if any, will be taken and that a meeting between the FOP and the City should occur in the near future.

This issue is going to need the efforts of the Lodge as few have in the past. Pensions across the country are being re-written and benefits are being diminished. Most changes in the public sector have taken on the form of two tiers, which generally means that new hires would receive a lesser benefit over a longer period of time. Nowhere in the State of Illinois have current public sector employees been impacted by the pension reform. That potential is very real here in Chicago for Police and Fire. If the City does not honor their agreement from 1981 and move the dates for the 3% COLA, they will have, by their inaction, established a two tier system for current employees. Those currently on the job who were born before 1 January 1955 will get a 3% COLA with no maximum after age 55 and one year of retirement and those born after 1 January 1955 will get a 1.5% COLA at age 60 with a 30% maximum increase. If there is not

2011 Union Dues

Attention:

Annual Payers...

Retirees Under The

Age Of 75...

Sergeants & Above
Fraternal Members...

We Began Processing
Union Dues For 2011
On September 1st.

Retirees Pay \$35 Per
Year & Sergeants &
Above Fraternal
Members Pay
\$60 Per Year.

See back page for
the payment coupon

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President's Report Continued...

action to rectify this in this veto session in November, any attempt to make the necessary changes in the next General Assembly could be seriously undermined by a new Governor.

Protest March

The march on Headquarters on September 15th was a culmination of numerous failures by the Superintendent to look after the interests of our members in many ways. The Lodge has been involved with discussions over policy and procedures with this administration more than those before. Unfortunately, this administration has chosen not to listen to the many recommendations that were made. We were involved on the new Performance Evaluation System for months only to be deleted from the final product. Our positions on deployment of Department resources fell on deaf ears. Although all were in agreement over the uselessness of the "roundtable" procedure after a police involved shooting, the FOP pushed the envelope to do away with it only to have IPRA attempt to negotiate new deals in its replacement. Although the department representative at this meeting gave IPRA a proper dressing down, the Superintendent still has his appointees order our members to make statements to IPRA in short measure after a shooting. On top of the no confidence vote taken by the membership in February of 2009 and the Superintendent's factually devoid tirade published in the Sun Times, he left no doubt that he needs to go. Not only from a Law Enforcement perspective, but from a community protection perspective and even from a Labor perspective (in large part due to his article), he has proven his inability to listen to those around him (preferring to listen to the academics) and his incompetence in securing his personnel and the citizens in this City from crime. Our objective was accomplished in that the citizens more fully realize that the resources we do have are not being deployed properly and the potential Mayoral candidates have expressed their concern over his retention as well. There is little doubt that this will be an issue in the political process that is coming our way but our objective is to have him leave sooner rather than later. Much of our ability to be able to pro-actively police for the sake of

our members and the people in the communities they serve depends upon it. We thank all those who came out to support our objective.

Voting

There has never been a more important time for our membership to be involved in the election process than right now. The Lodge has established a Voter Registration Committee that has been busy registering our members and informing them of how important voting is to their families. Calls for support have come from every major and most minor candidates considering running for Mayor. There were four candidates out marching with us at headquarters last week. The importance of the February and likely the April election has never been so important for the people in this City and more importantly for City employees. On this issue there needs to be unity not only from our membership but from all the other Labor Unions as well. We in public sector employment are fighting the attempts to demonize us that are coming from big business over tax

and pension issues. They have gotten away with their underfunding in the past and helped to create this financial crisis. Politicians are attempting to point a finger anywhere but at themselves over the financial problems that we are all facing. What we as a body need to do is elect those who not only are able to identify the problems, but to solve them as well. As we enter into this process watch for those who are able to do both with the level of aptitude that we are going to need. We need people who will act upon their many complaints and that goes for us too. The most basic means to back up your words with action is to vote. The Lodge Board of Directors has made recommendations for the November Elections and posted them in this newsletter, on page 7. Please give them consideration when casting your vote. We have also included those recommendations from the FOP State Lodge for statewide offices as well as some local out of Chicago recommendations.

Please make the time to vote!!!

Health & Insurance Report, *By Ed King - Chairman*

The open enrollment period for the voluntary Benefit Term Life plan being offered through Fidelity Life has been extended for our ACTIVE members through 31 October 2010. The open enrollment period for our RETIRED members has also been extended through 15 November 2010. We have also obtained coverage on a modified guarantee issue basis for our retired members between the ages of 70 and 80 years. Those wishing to enroll should contact the administrator of the plans, Employees Optional Insurance (EOI) via their toll free number of 1-866-404-9095 or visit their website at www.fop7vb.com to speak with salaried counselors about enrollment.

The open enrollment period for the voluntary cash direct supplemental accidental injury and cancer plans being offered through Allstate Workplace Division has been extended indefinitely for all of our members. Those wishing to enroll should contact the administrator; Illinois Benefits via their toll free number of 1-866-922-8597 or visit their website at www.illinoisbenefits.com

Just a reminder; the open enrollment period for our healthcare, dental and vision elections with the City is rapidly approaching. Now would be a good time to review your current elections to determine if changes are needed. Flexible Spending Account (FSA) elections will also be up for enrollment or re-enrollment. All of our ACTIVE members below the rank of Sergeant can defer up to \$5,000.00 (pre-tax) in the FSA for calendar year 2011. Unlike our healthcare plans, you must re-enroll in the FSA each year even if there are no changes. We encourage all of our active members to participate in the Flexible Spending Account program. This also would be a good time to check your beneficiaries and emergency contact information both with the City and the Lodge. Taking a little time now can alleviate potential headaches later.

Please take advantage of our regularly scheduled health fairs and annual flu shots programs. These are extremely valuable benefits achieved in contact negotiations which we all need to utilize.

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



Open Enrollment 2011 (Active Officers Plan)

All officers should read their Open Enrollment packets when they receive them. They will be coming with your pay stubs on October 15th, 2010. Open Enrollment for 2011 runs from October 15th until November 16th, 2010. During this enrollment period, you have a chance to change your medical and/or dental plan, enroll for coverage for you or your dependents if you aren't covered now, cancel coverage or combine coverage. The decisions that you make will become effective January 1, 2011. If you don't receive your open enrollment packets by October 15, 2010, please contact the Benefits Management Office at (312) 747-8660.

Changes in Health Plan for 2011 (Active Plan)

Starting on January 1, 2011 the City's health insurance plan will cover children until the age of 26. If you already have family coverage there will be no addi-

tional increases for this benefit. *If you have the PPO Plan your lifetime maximum will change to unlimited.*

Flexible Spending Account (Active Officers Plan)

Open Enrollment is also the time of year that you can sign up for the Flexible Spending Account (FSA). It allows you to deduct pre-tax dollars from your paycheck and deposit them into an account that can be used for out-of-pocket medical and dental expenses. You will save approximately 25% on your health care costs. FSA 2010 plans have until March 15, 2011 to use the remaining balance in your account. There are some minor changes in what you can get credit for in the 2011 FSA Plan. If you have any questions regarding FSA's call Payflex at 1-800-284-4885.

Flu Shots for FOP Members & Their Families.

The Lodge will have our annual Health Fair for FREE Flu Shots on October 27, 2010. The Flu shots are FREE for our members. Any FOP member, active, retired or disabled, can come down to the Lodge between 7:00am and 5:00pm for

their shot. Family members may also receive a flu shot for a small fee. The cost for family members is \$15.00 each (cash or check only). There is no need to call for an appointment, walk-ins are welcome.

Flu Shots For Veterans

The Lodge will also have Flu shots and basic health screenings for Veterans on October 29, 2010, from 7:00am until 3:00pm here at the Lodge. If you want to take advantage of this benefit you MUST have your Veterans I.D. Card with you. There are no appointments scheduled, walk-ins only.

Health Fairs

On November 16, 17, 18 and 19th, 2010 Interactive Health Solutions (IHS) will be offering health screenings at the FOP Lodge. These tests are generally more comprehensive than those given during a typical visit to your physician. The entire testing process takes about thirty minutes of your time. To schedule an appointment for yourself and/or eligible family member (age 18 and above), call IHS at 1-800-840-6100.

From The Desk Of Jim Bailey, Trustee & Field Representative



180 Days

Apparently it is white flag time in Chicago. The manpower shortage with the police department is _____ (insert your preferred adjective here). Weis meets with high ranking gang leaders and mandates that the shootings better stop or else. Two weeks later two police officers are shot during the execution of a search warrant. Weis waves his magic RICO wand but nothing happens. Weis then writes to the *Sun Times* and proceeds to place the blame on FOP. Desperate times call for desperate measures as Weis' letter was mostly fiction. Apparently all offices of the media outlets in this town face Lake Michigan. That's the only logical reason that I can come with as to how they cannot see what is going on. A vote of no confidence, a march on Headquarters and he still doesn't get it. The Superintendent's contract

expires in early spring. That means this dog and pony show will be on display for about 180 days. Ensure to watch each other's back (because Weis won't) and go home every night.

Voter Registration

On the heels the Mayor Daley's announcement that he will not seek another term, the winds of change will surely be gusting through our City. We will be electing a Cook County Board President, several new Aldermen, new State Senators and Representatives and potentially a new Cook County Sheriff. The importance of our members and their families being registered and voting has never been greater. That being said, it is vital that our members and their families are registered to vote. Contact the Lodge if you would like a registrar to come out to your district or unit. You can also register at the Lodge during business hours or during Board or General Meetings.

Handbooks

The production of the 2011 FOP handbooks will begin in the next few weeks. Last year several suggestions that members sent were implemented into this year's book. Please inform the Lodge of any changes in your Unit or District such as phone number address or unit designation. If you have any suggestions or comments for the 2011 handbook, send them to lodge unit #541 or e-mail me at jbailey@chicagofop.org. Your input into the production of the 2011 Handbook is greatly appreciated. Stay safe. JB

FILLMORITE REUNION

If you were a Fillmorite in the 70s, & 80s, join us for an 11th District Reunion!

Wednesday, October 13, 2010
1700—2100 hours

Studio 31
5147 S. Archer Ave, Chicago, Illinois

\$25 for Food & Drinks. For more information please contact Cindy Nieckula at 773-988-1106.

Second Vice-President's Report, *By Frank DiMaria*



Fall Uniform Resale

Chicago Lodge #7's Semi-Annual Uniform Resale will be held at the FOP Hall on 20 October 2010 from 1300 hrs until 1700 hrs. Please take advantage of this event if you are looking to purchase additional uniform items or to sell those uniforms that are no longer worn. Officers wishing to sell their uniform items need only come into the Hall and set up on one of the tables, which the Lodge provides, before the start of the resale. Officers who wish to donate their uniforms for the Lodge to sell need only to drop off these uniforms to the Lodge Office up to the day of the sale.

Duty Weapon Alert

The Lodge recently learned that Smith & Wesson has recently upgraded and redesigned the new striker assembly on their M&P pistols. The upgraded striker assembly is more resistant to the damage caused by dry firing the M&P's. Normal use of the original M&P striker assembly will not result in any damage. Smith & Wesson has made the new upgraded version available at no charge to members of

the Chicago Police Department who have purchased the M&P pistols. The new strikers are silver in color instead of the original black. The Lodge has learned that the upgraded striker assemblies are available to be installed by a qualified CPD Range Instructor.

Officers who wish to change to the upgraded version of the striker assembly should check the AFMN message system for the next available date at the Training Academy Range.

Weapons Discharge Incidents

Officers, one of the most traumatic incidents that you will probably experience as a police officer is discharging your weapon or being the target of gunfire from an offender. Immediately following the discharge, and throughout the incident, you will be overcome with people from the Officer in Charge (OCIC), the detectives and others charged with the responsibility of investigating this incident who want you to repeat the facts of what occurred leading up to the weapons discharge and immediately following to determine what occurred. A team from the Independent Police Review Authority (IPRA) will also respond to the

scene. You, the involved officer, will remain on the scene unless medical treatment is required or until relieved, at which time you will relocate to the Area for further investigation. Upon arrival at the Area you will be met by a representative of the Internal Affairs Division who, per an arbitrator's award, will now order you to comply with submitting to a breathalyzer test following a weapons discharge incident.

Words cannot describe the feelings and emotions which you will experience at this critical time. The Department's own Command Staff have agreed that this is a very traumatic time for the affected Officer and this will affect the officer's demeanor and possibly the way he/she will portray what occurred.

It is important to contact the FOP as soon as possible following a Weapons Discharge Incident. A Field Representative is available twenty four (24) hours a day seven days a week and will respond to the scene and assist you, the affected officer, throughout this traumatic ordeal.

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



National FOP Urban Policing Conference

On September 9th I attended the National FOP Urban Policing Conference. The National FOP Urban Policing Conference is attended by FOP Representatives from any city that has a population of 250,000 people or more. Listed below is what is occurring in some of these cities:

Baltimore:

Biggest problems, morale and the Commissioner. In one weekend there were 11 shot and 6 dead. The Commissioner went on TV and blamed the rise in crime on patrol officers not doing their job.

In Baltimore the pension is regulated by city ordinance. Their Mayor changed the ordinance, creating a two tiered pension plan. If you were hired prior to July

of 2010, you can retire at age 50 with 20 years of service and receive a 50% pension. Now, you have to be age 55 and have 20 years of service to receive a 50% pension. The maximum pension is 60% after 25 years of service prior to 2010 and new hires must work 30 years to get a 60% pension. The COLA increases for retirees have been eliminated, as has the DROP program.

The FOP is suing the city over the pension issue and Fire opted out.

They just got a 3-year contract with a 0% pay increase, they gave up five days of pay to get a new work schedule (5-2, 4-2) and they must give up 5 unpaid furlough days each year for three years.

Columbus:

Morale and the Chief are their big problems. Rather than hire more officers, the Chief took manpower from the Districts and created a Critical Response Team that he can send anywhere in the

city. To get volunteers he offered a 10-hour day for the program and weekends off.

This caused officers in the field not to be able to get time off, other than their vacations, because of a manpower shortage.

The FOP lost an arbitration over the assignment of officers and now the city can assign officers anywhere they want and on any shift regardless of seniority. So a senior officer can be transferred from days in one unit to nights in another and into a different DOG.

Indianapolis:

Not only are they are experiencing low morale, they are fighting with the Public Safety Director over deployment and manpower. They agreed with the city on a 4-year contract with a 7% pay increase and the day before the membership was to ratify the contract the Public

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Third Vice-President's Report Continued...

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Safety Director reassigned detectives to the Districts. The FOP recommended the membership vote down the contract. They are now back at the negotiating table. The city has started a spousal exclusion policy where if your spouse has an insurance benefit on their job they are not eligible for the city insurance benefit.

Jacksonville:

They have been at the negotiating table for the past three years and are now at an impasse. They are hoping the arbitrator will give them a 2-year contract with no pay increase but no loss of benefits that they already have. They are hoping to keep the DROP program and their pension intact. Their pension plan is under attack by the state.

Louisville:

They have a terrible relationship with the Mayor and the Police Chief. There is no leadership and no morale within the department. They have problems with the media; they cannot get their message out. The media ran a story of cases being thrown out of court because the officers don't attend court, so the department went back 4-5 years and began disciplining officers for missing court. In most instances the officers had called and were not needed so they did not attend. That was never reported. There are hundreds of these cases. Everyone is appealing their suspensions to the Merit Board. Now the Merit Board is in a backlog.

They have an arbitration system in place, but it is not binding, so every time they win arbitration they must go into Court to get the award enforced.

It has been 7-years since the city and county merged to become a Metro agency. In that time 67% of the officers are new hires. Officers leave the department after twenty years and officer retention is a very big problem.

The city, without negotiating with the Union, changed their healthcare plan. They eliminated BC/BS and replaced it with Humana Health care because their headquarters are located in Louisville. Their pension plan was changed from 50% at 20 years to 50% at 25 years and new hires have lesser benefits because of a two tiered plan.

Nashville:

They were having problems with their Chief so they contacted University of Tennessee to do a survey. The purpose was to identify the problem, prove there is a problem, and identify a solution. After the survey the Chief left and went to New Orleans. They used the survey to get a resolution passed by the city council giving officers a bill of rights. Now they can't get the Chief to implement the bill of rights.

Oklahoma City:

They are still in contract negotiations and it is not going well. The city wants to change 16 of 21 articles in their contract. The city wants to change their shifts and days off. Right now they are on a 10-hour day where they work 8 on and have 6 off.

The city has eliminated 22 police officer positions and the Lodge is going to arbitration over this contract violation on Nov 4-5.

The city has implemented a no chase policy and sends IAD out on every suspected chase.

The city is circumventing the discipline process by using the D.A. to prosecute officers for excessive force. The city then moves to fire the officers because they have been charged with a crime.

The city has started an extra credit point system for promotional exams, giving officers who work in specialized units extra points. The bosses appoint officers to the specialized units, putting them into position for promotion. This is the classic buddy system.

Their contract arbitration process is last best offer, which means the arbitrator must decide for one side or the other. The arbitrator does not have the ability to formulate a decision on his own.

Washington D.C.

They have 4,200 budgeted police officer positions but are only staffed at 3,820 officers. The city fires an average of 32 officers each year for disciplinary reasons. The city pays for 75% of the active/retired healthcare and are changing that to 60/40. Their pension is back loaded so the longer you stay the better the percentage up to 80%. They have a three tiered pension system and you have to stay 30

years to max out. They have no DROP program in place.

The Mayor tried to eliminate step raises for active officers and COLA for retirees. The FOP stopped him for now but he is going to try again.

The department gutted the training academy and put everyone on the street. Retention of officers is terrible and morale is at an all time low.

You can see a common thread across the country, no morale, and no leadership, the inability of the Mayors and chiefs to work with the unions or membership. No money for pay raises and pensions and DROP programs are under attack.

We are not the only Lodge fighting the Mayor and the Superintendent. This fight is going on nationwide.

Officer Involved Shootings

We had been in talks with the Department and IPRA to find a way to eliminate the roundtables. All parties agreed that the usefulness of the roundtable process has past.

All parties were in agreement that the officer would give a formal statement at a time after the shooting where the officer has had time to relax after this stressful event. There was discussion on the university and law enforcement studies done on this issue and time periods for an officer to go to IPRA to give a formal statement at a later date. There was discussion on how the process is done in different cities as well as in other agencies around the country.

There was much discussion as to how, where, and to whom the officer would give a statement on the shooting scene. Unfortunately these talks have degenerated to the point where the Lodge had to file a grievance and is going to expedited arbitration.

Until this grievance is resolved, when an officer is involved in a shooting with a hit there will be no round table. As always, call the FOP immediately so that the on call officer can respond to the scene.

The shooting officer is required by General Order to give a brief statement to the first supervisor that arrives on the

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Third Vice-President's Report Continued...

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scene. The officer is not required to give any further statements until the FOP representative arrives on the scene. Once your FOP representative arrives the following will happen:

1. A walk through with the officer, the FOP Rep, and the Detectives;
2. The public safety walk through will be done with the involved officer and the OCIC;
3. IPRA can do a walk through with the OCIC, **not the involved officer**;
4. Go to the appropriate Detective Area for the investigation. A Lodge attorney will respond to the Area.

At some point during the investigation, if IPRA wants a statement from the officer, they will confer with the OCIC. If the OCIC gives the officer a direct order to answer IPRA's questions then a formal statement will be taken with a Lodge attorney present. There can be no question that this is a compelled statement.

Our goal is to have our officers give a statement at a later time when the stress of the shooting has subsided and to have the

offender charged with a felony. This issue will be heard by an arbitrator on October 27, 2010.

The Bad News

This is the worst economic crisis facing this country since the great depression. "In 2010 some of the unions representing city employees, as well as management personnel, agreed to forgo a wage increase and took up to 24 unpaid furlough days, which amounted to a 9 percent pay cut. There is no guarantee that labor leaders will agree to those concessions in 2011." The city will have an estimated budget deficit of \$655 million in 2011.

"The city's credit rating was downgraded last month and the administration stated that Chicago's bond rating is no worse than that of New York or Los Angeles." The truth is, "Chicago's analysis is negative, while New York and Los Angeles are stable." The analysis also noted that "New York's pensions are well funded while Chicago's pension funds are badly underfunded." "City costs are rising faster than inflation at a

time when revenues are dropping."

The Mayor has sold off everything and is leaving behind a mess that he and his administration created and someone else is going to have to clean up.

The Good News

As bleak as the outlook for Chicago is and as tough as the challenges facing us are, we look forward with great anticipation for an opportunity to work with a new Mayor and Superintendent.

The good news, good riddance Mayor Daley and Superintendent Weis you won't be missed.

23rd District—Out With The Old—In With The New!

The Old Station is closing...the New Station is opening! Come experience this event and be a part of history in the photo that will be taken on October 13, 2010 at 1500 hours.

After the photo is taken, join us at a small gathering which will be held at a nearby location. Spread the word!

Please call the 23rd District for more information, 312-744-4155 or 312-744-4153.

Recording Secretary's Report, By Sidney Davis



Watch Bids/Annual Selection

The following Districts and Units may bid under Article 31: Districts 001-025, 050, 051, A1-A5, 603, 171, 177, 377, 477, 167, 059, 608, 055, 276, 701 and 151. Lodge members are highly advised to read the article "Risk of NO Bid" which will be in next month's FOP Newsletter, including instructions for completing a watch bid selection form. Annual selections of furlough bidding will take place in November followed by watch selections in December. Section 31.4 of the Collective Bargaining Agreement covers watch bids. Unit Reps and Watch Reps are available to assist you in completing a watch selection form. Read the instructions carefully and then make a wise decision on your watch selection for 2011.

Watch bidding also occurs during the 3rd, 6th and 9th periods (article 31.5).

Members are reminded that article 31.5 (paragraph 3) starts out by saying **if and when the employer decides to fill a recognized vacancy**, which basically means no vacancies have to be announced even if they exist. Recently an officer called the FOP to state that no vacancies were announced in his District yet several officers moved from midnights to days for the 7th period. His question was how did that happen? The officers made a request through their Commander to be moved to another watch for a period of 28 days seeking relief from working midnights and their request was granted. They both returned to midnights for the 8th period. A Commander may detail an Officer to another watch using personal judgment of the Officer's request based on the nature of facts presented.

Military Benefit Seminar

Lodge 7 will host a Military Benefit Seminar for FOP Lodge 7 and CFD, Local 2 members, active and retired on Sat-

urday, November 6, 2010 from 9 a.m. until 3 p.m. Participants include the Department of Veteran Affairs Yellow Ribbon Program, USERRA, staff members from Jesse Brown Medical Center and staff members from the City of Chicago Commission on Human Relations. This is only a partial list, as we are still seeking additional personnel to participate in the seminar, including Finance and Human Resources from Main Headquarters.

Hero 2 Hero

This is a program for police officers who are military veterans. Do you work with an officer who is a veteran? If so, ask him/her if they heard about the Hero 2 Hero Program. Volunteers of America of Illinois has created a unique program specifically designed to address the special challenges facing Veterans who are also working as Police Officers. All services are **CONFIDENTIAL**, voluntary and free of charge. Are you experi-

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encing conflict at home or in your personal relationships? Are you having difficulty sleeping or relaxing? Are you experiencing a great deal of stress at home or work? To learn more about Hero 2 Hero please call 773-495-9070 for a confidential consultation. You may also walk into the Volunteers of America Office at 47 West Polk Street to speak with a staff member.

Uniform Inspection

General Order 98-10, add 1, Unit Commanding Officers will conduct an annual formal inspection of the winter dress uniform, including items listed in G.O 98-10. This winter dress inspection will take place between 01 and 10 Nov 2010. 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.

Political Endorsements

On September 1st, the Political Action Committee met for the purpose of interviewing and formulating recommendations for endorsement purposes in the upcoming elections of November 2nd. After that meeting, the Lodge received numerous additional requests for recommendations for Judicial retention and the Sheriff's race. Consideration was given only to those candidates who requested the endorsement and interviews were conducted for those who had an opponent who also made the request. All others were considered based on submitted materials and knowledge of the candidates. All recommendations are hereby made in compliance with policy and procedure.

STATE SENATE & REPRESENTATIVE

Brian G. Doherty	10 th Senate District
Ann M. Williams	11 th Representative District
Joe Lyons	19 th Representative District
Michael Madigan	22 nd Representative District
Will Burns	26 th Representative District
Bill Cunningham	35 th Representative District
Kelly M. Burke	36 th Representative District

COOK COUNTY

Joe Berrios	Cook County Assessor
Dan Patlak	Cook County Board of Review
Peter Silvestri	Cook County Board 9 th District

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

The Board recommends voting FOR the following candidates:

Aurelia Pucinski in the Appellate—O'Malley vacancy; Susan Kennedy Sullivan in the Dolan vacancy
Maureen Masterson Pulia in the McCarthy vacancy

The Board recommends voting AGAINST the following candidate: James R. Epstein in the Appellate—McNulty vacancy

The Illinois State Lodge Board of Directors makes the following endorsements:

Governor	Bill Brady
Attorney General	Lisa Madigan
Treasurer	Dan Rutherford
State Sen. in the 28 th Dist	John Millner
State Rep in the 54 th Dist	Matt Flamm
State Rep. in the 112 th Dist	Jay Hoffman
State Rep in the 98 th Dist	Charles Landers

THE FOLLOWING JUDGES ARE RECOMMENDED FOR RETENTION

Nancy Arnold	Robert Balanoff	Robert Bertucci
Paul Biebel	Kathleen Marie Burke	Charles Burns
Jeanne Cleveland-Bernstein	Jordan Daniel	Thomas Davy
Deborah Mary Dooling	Laurence Dunford	Denise Filan
Vincent Gaughan	Allen Goldberg	Leida Gonzalez-Santiago
Joseph Gordan	Shelvin Louise Hall	Sophia Hall
Kay Hanlon	Cheryl Ingram	Raymond Jagielski
Michelle Jordan	William Kunkle	Diane Larsen
Daniel Joseph Lynch	William Maddux	James McCarthy
Mary Mikva	Patrick Murphy	Aurelia Pucinski
Robert Quinn	Susan Ruscitti Grussel	Jim Ryan
Kevin Sheehan	Irwin Solganick	Robert Sullivan
Paul Stralka	John Turner	Edward Washington
Alexander White	Susan Zwick	

If I Could Live Life Over, *Compliments of Rabbi Moshe Wolf*

Wow! What a roller coaster ride the last few months have been. Our Chicago Police family lost three of our finest in the line of duty. Officer Thomas Wortham, Officer Thor Soderberg and Officer Mike Bailey were taken from us in their prime and all had one thing in common, they lived to give. They were always there for others to lend a hand or a kind word and encourage others when they felt like giving up. You could always count on them, their big heart and generosity.

They leave us with the great task of following their lead. Let us perpetuate the good deeds of these fine Officers by reaching out to those in need, may it be fellow officers or a loved one, for no other reason than... that's what Tom, Thor and Mike would do.

It brings to mind the following piece by the late Erma Bombeck after she found out she was dying from cancer.

"If I Could Live Over"

- ♥ If I could live over, I would have gone to bed when I was sick instead of pretending the earth would go into a holding pattern if I weren't there for the day.
- ♥ I would have burned the pink candle sculpted like a rose before it melted in storage.
- ♥ I would have talked less and listened more.

♥ I would have invited friends over to dinner even if the carpet was stained, or the sofa faded.

♥ I would have eaten the popcorn in the 'good' living room and worried much less about the dirt when someone wanted to light a fire in the fireplace.

♥ I would have taken the time to listen to my grandfather ramble about his youth.

♥ I would never have insisted the car windows be rolled up on a summer day because my hair had just been teased and sprayed.

♥ I would have sat on the lawn with my children and not worried about grass stains.

♥ I would have cried and laughed less while watching television-and more while watching life.

♥ I would never have bought anything just because it was practical, wouldn't show soil, or was guaranteed to last a lifetime.

♥ Instead of wishing away nine months of pregnancy, I'd have cherished every moment and realized that the wonderment growing inside me was the only chance in life to assist God in a miracle.

♥ When my kids kissed me impetuously, I would never have said, "Later. Now go get washed up for dinner."

♥ There would have been more, "I love

you's"...More "I'm sorry's" ...But mostly, given another shot at life, I would seize every minute... look at it and really see it... live it... and never give it back.

Stop sweating the small stuff. Don't worry about who doesn't like you, who has more, or who's doing what. Instead, let's cherish the relationships we have with those who do love us. Let's think about what G-d has blessed us with, and what we are doing each day to promote ourselves mentally, physically, emotionally, as well as spiritually. End of piece, It says it all....Remember, life is a gift, take a moment to thank G-d every day for your present.

On behalf of ALL your Chaplains, may G-d bless you and keep you safe. Amen.

To all the members of my flock of the Jewish faith, best wishes to you and your families for a Shana Tova; may you be inscribed in the book of life for a happy and healthy New Year.

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

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

Disability & Veterans Report, By Carlos 'Sal' Saladino

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. Feel free to email me at csaladino@chicagofop.org.

August Pension Meeting Advocates present: Det Mark Howe, Det Steve Schorsch and myself. Disability Claims: Duty: 4 granted at 75%, 1 deferred. Application for Duty: 4 granted Ordinary without Prejudice. Heart: 1 granted.

Request for pension credit for prior service 5-214.2 – 3 officers granted

Request for pension credit for prior service 5-214c (Rosario) – 22 officers granted.

Pension Seminar on Thursday, October 21, 1:00 pm at the Police Training Academy is open to everyone. Members from the Board of Directors, Chief Investment Officer and Executive Director John Gallagher will be present to answer any questions you may have.

F.Y.I. FOP Disability Committee members receive their calls from messages at the FOP office. We return these calls from our homes and we do not have offices at the FOP. We are advocates and

will answer your questions 7 days a week anytime.

Retro Update As of this writing all officers who qualified for a raise saw an increase on their monthly check.

Retro Checks According to our contacts at the Pension Board, all disabled officers should have received their retro checks by now. Furthermore, all eligible Retirees will receive their retro checks by the end of the year.

Veteran's Corner

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

Free Annual Flu Shots for military veterans Available Friday, October 29, 0700-1500, at FOP Hall. Available will be flu vaccine (one shot includes H1N1), cholesterol check, glucose screening, blood pressure and veterans health care enrollment. VA and Illinois Dept Veterans Affairs representatives will also be there. Bring some form of military service.

Volunteers of America of Illinois Hero 2 Hero A program for police officers. Are you a police officer who is also a veteran? Do you work with a police offi-

cer who is also a veteran? This unique program is specifically designed to address the special challenges facing veterans who are police officers. All services are voluntary, confidential and free of charge. For more info call 773-495-9070 for a consultation or give me a call.

Military Seminar – Section 5-214.3

Credit for Military Service. Thursday, October 21, 1100 hrs at the Police Training Academy. Plan to attend if you have any questions for this credit.

OEF/OIF Veterans Hazardous Exposures at Qarmat Ali, Iraq water treatment facility April-November 2003. Contact OEF/OIF program manager at nearest VA facility. VA has set up a medical surveillance program free of charge. For more info call 202-461-1014.

Chicago Police Marines Annual Fund-raiser Sunday, November 7, noon at FOP Hall. Food drinks, raffles, and the gut-wrenching S.O.S. on toast (mmmmmm). The Bears' game will be on the big screen.

*"The military don't start wars.
The politicians start wars."* ~
General William Westmoreland

Airborne Sal

State Trustee's Report, By Darrin Bourret, District 1 State Trustee

Protest March

On September 15th our Brothers and Sisters marched at 35th and Michigan, Police Headquarters. The message was clear and strong; **"Dump Weis"**! Illinois State Lodge President Ted Street, Dan Nelson and some District Trustees walked with our members from Lodge 7 to show that law enforcement officers from across the State support our cause. Let's remember that in unity there is strength and once again our members were there to answer the call!

Candidates for Governor

On September 7th, after polling our membership Statewide, Representative Bill Brady won the endorsement of the

Illinois FOP. The ceremony took place at Gold Star Memorial Park and in attendance was the IFOP State Lodge Executive Board along with District Trustees who heard Mr. Brady say that, if elected, his door will be open and that he will listen to the ideas and strategies from the Illinois FOP.

Members should read the questionnaires filled out by both Brady and Quinn again, and if you're not registered to vote please take the time to contact Lodge 7 to register.

National News Update

Last month, at our FOP, Chicago Lodge 7 meeting, it was announced that in 2011, at the National Conference in

Salt Lake City, Ted Street will run for National FOP President. Ted's leadership has been exemplified by his long career in law enforcement and his tenure as President of the Illinois FOP. Ted's grassroots approach to making FOP stronger has never changed and we wish him the best of luck in his candidacy for National President.

Speedy Recovery

Members please keep Officer Frank Slayback and his wife in your prayers. They are recovering from a motorcycle accident which occurred last month. Officer Slayback is a District Trustee #13 and is a Police Officer with the McLean County Sheriff Department.

Financial Secretary's Report, *By Rich Aguilar*



When Mistakes Are Made

Contrary to the beliefs of some citizens, some members of Chicago Police Department Management, some members of the Internal Affairs Division, and the Independent Police Review Authority, police Officers are human beings. Just like any other human being, Police Officers have the potential to make a mistake by an action or an omission. The mistake can result in discipline that can range from a Violation Noted – No Discipline all the way up to separation from the Department.

Many times an Officer will own up to his mistake, but mistakenly believe that his only option is to wait for the disciplinary investigation to run its course. The Officer goes down to either the Internal Affairs Division or Independent Police Review Authority, gives his account of the incident, waits for a decision, serves a suspension, and ultimately files a grievance in an attempt to gain a reduction of his suspension time from an arbitrator; a process which can take well over a year to come to resolution.

Officers in this situation do have another option available to them. The Collective Bargaining Agreement between the Lodge and the City of Chicago contains Section 6.12 entitled Mediation.

Mediation is a process where the Officer and his representative meet with either a representative of the Internal Affairs Division or the Independent Police Review Authority. The investigator assigned to the investigation will **not** be present. Mediation is an attempt by the parties to agree on an appropriate disposition of the allegation(s) made against the Officer. Mediation has to be agreed to by all parties.

Mediation begins with the Officer being served with a Notice of Administrative Rights and a Notice of Charges and Allegations. These forms are the same forms that an Officer would normally be served with, prior to giving a statement, if the Complaint Register investigation followed its normal course. The forms will state the rule(s) violation(s) and the factual basis for them.

The Officer, his representative, and the

Internal Affairs Division or Independent Police Review Authority representative will openly discuss the case at hand. Statements made and information relayed during the mediation discussions which are not included in the Complaint Register file will not be used against the Officer or included in the Complaint Register file at any later date.

Prior to the conclusion of the mediation session the parties will arrive at one of two dispositions. They will either agree on what discipline will be imposed or there will not be any agreement. Should the parties come to an agreement on any discipline to be imposed, which is less than separation from the Department, then that agreement is binding on both parties. In the event that an agreement cannot be reached, the Officer will comply with the provisions of the normal course of the Complaint Register investigation.

The mediation process is an alternative that Officers should consider. Those Officers who choose this option do not have anything to lose and everything to gain under certain circumstances. Any Officer interested in exploring this option must contact the Lodge **prior** to giving any formal statement to any supervisor or investigator from the Internal Affairs Division or Independent Police Review Authority. Once the Officer has given a formal statement the mediation process is no longer available to the Officer.

Summer Anti-Violence Grievance Award
The Summer Anti-Violence Initiative was discussed with the Management and Labor Affairs Section in late April 2010. The program was rolled out on April 29, 2010 even though there was not any agreement between the two parties regarding its implementation. The Department sought one-hundred volunteers to be detailed to either the Mobile Strike Force or Targeted Response Unit from various units. The Department did not get the requested volunteers and filled the detail by reverse seniority as required per the Collective Bargaining Agreement; except that the Department had to throw in a twist. They excluded Officers on furlough and Officers who were detailed into the units where volunteers were sought from the pool of Officer selected

by reverse seniority. This meant that junior Officers were skipped over while more senior Officers were forced into the detail using reverse seniority. Grievances were filed by the affected members and the matter went to arbitration.

The grievance was heard at an arbitration hearing on June 22, 2010. The Arbitrator ruled in favor of the Department when it excluded Officers on furlough from the pool of Officers who were selected by reverse seniority. Those Officers who have filed grievances based on being selected by reverse seniority based on the furlough issue have effectively had their grievances denied.

Needless to say, the Lodge is quite disappointed with the arbitration award issued by the Arbitrator. We feel he completely misinterpreted Section 23.11 of the Collective Bargaining Agreement and misunderstood the testimony when he stated on page 5 in his award that *“the parties have clearly and unambiguously agreed that only employees who are qualified are to be selected either with a sufficient number of such employees who volunteer or when an insufficient number of employees have not volunteered on the basis of reverse seniority.”* While the Lodge did agree that the contract section gave the Department the ability to place qualification restrictions on those Officers who volunteered, the Lodge had always maintained that the contract section did not give the Department the ability to place qualification restrictions on those Officers selected by reverse seniority.

The Arbitrator did not rule on the Officers who were detailed into the units and then excluded from the pool of Officers who were selected by reverse seniority. The Lodge will address this issue in a subsequent arbitration before a different arbitrator.

The complete text of the Summer Anti-Violence Initiative grievance award is listed on the FOP Website under the Arbitration tab.

General Meeting Notice

The Next General Meeting Will Be Held
On Tuesday, October 19, 2010 at Noon

All Members Are Invited!



Store Hours:

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

Store Closed:

October 11, 2010

Direct Line:

312-733-2344

Website:

www.chicagofop.org
Click on Gift Shop

It's Autumn and We're Making Room For New Stock! These Are The Lowest Sale Prices Of The Year, So Don't Procrastinate...Buy It Now!



50% off — Ladies Chicago PD Full Zip Sweatshirt, Assorted Colors, Assorted Sizes. (Sale price, \$9.99)

50% off — Man's Polo with CPD Star or FOP7 Logo, Assorted Colors, Assorted Sizes (Sale price, \$9.99)

40% off — Long Sleeve Doe-Skin Henley Sweatshirt, Assorted Colors, Assorted Sizes. (Sale price, \$11.99)

40% off — Ladies Chicago PD Tee Shirt, Assorted Colors, Assorted Sizes. (Sale price, \$7.17)

25% off — Chicago Police Eagle Windshirt, Assorted Sizes. (Sale price, \$26.21)

25% off — Gloves — Hipora Barriers (Sale price, \$14.96) & Spectra Lined (Sale price, \$18.71)

Closeout Sales!

Closeout Sale Price of \$9.98 each—Man's 2-Button Henley Tee With Embroidered CPD Star.
Small—2XL, Assorted Colors—Originally Priced at \$14.95

Closeout Sale Price of \$9.98 each—Youth 2-Button Henley Tee With Embroidered CPD Star.
Small—2XL, Assorted Colors, Originally Priced at \$14.95



Tee Shirt Of The Month

Ladies V-neck Tee With CPD Sparkly Star in White or Blue, (Small—2XL)

30% OFF

Gift Ideas Under \$5.00! (While Supplies Last)

\$4.95 each Boys & Girls, Starburst Chicago PD Tee, White or Royal Blue, Assorted Sizes

\$4.95 each Girls, 2-Tone Orange Tee, Assorted Sizes

\$4.95 each Youth, Khaki Chicago/Illinois PD 1855 Cap

2 for \$5.00 License Plate Frame—FOP Chicago Lodge 7 In Silver With Navy Raised Lettering. Was \$3.49 each

New Item! CPD/FOP Baby Bottle With Rattle

Clear Bottle with CPD & FOP Stars. Rattles Come In Pink, Yellow & Light Blue On One Side & White On The Back.



This Is The Perfect Gift Idea For That New Arrival!

Priced To Sell, \$7.95



Back In Stock! Ballistic Nylon Gear Bags. Heavy Duty, Adjustable. Don't Pay The Big \$\$ For The Big Names.... Ours Is Just As Good For Only **\$34.95 Each!**

Sale Item! Ladies Quilted Jacket With Skyline PD Design In Black or Ice Blue, Assorted Sizes
Originally Priced at \$35.95, **Now On Sale For Only \$25.95 Each!**



Sale Item! The Hawks Are Back! We Have The 2010 Champions Coffee Cups In Stock Right Now For Only **\$8.95 Each!**

Thin Blue Line Challenge Coin Set of Two. One With Knife & One Regular Coin. Now On Sale For Only **\$12.95 Set**

Address Change Form—Effective Date: _____

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

New Address: _____ City/State: _____ Zip: _____

Home Telephone: _____ Cell Phone: _____

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



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**IS YOUR ADDRESS CORRECT?
 IF NOT, PLEASE CONTACT THE LODGE.**

The Lodge is preparing for its annual mailing to members. Please look at the address label on this newsletter, this is the address we will use to mail your 2011 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.)
 2011 Dues Payments Must Be Received Before November 1, 2010**

Attention Retirees and Annual Dues Payers you can mail your 2011 dues now. The Lodge will begin accepting credit card payments over the phone after the Labor Day Holiday. *If you turn 75 in 2010, you DO NOT pay!!*

Please complete this form and return to the FOP, 1412 W. Washington Blvd, Chicago, IL 60607, Attention 2011 Dues

NAME:

PHONE:

ADDRESS:

CITY, STATE, ZIP:

BENEFICIARY:

CHECK ONE:

\$35 Retiree Annual Dues

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

Enter Credit Card and Security Code located on back of card in signature area.

_____ - _____ - _____ - _____ 3 digit code on back of card _____

Expiration Date ____ / ____