

November

2010

F.O.P. NEWS

Committee: Rhonda Bullock, Chairman

Gerry Majerczyk

Bill Burns

Official Publication of Chicago Lodge No. 7



FOP, Chicago Lodge 7
1412 W. Washington Blvd.

President's Report, By Mark Donahue

The Unreasonable Man

The latest debacle of the Superintendent is still playing out in the media. How much longer we will be subjected to his lack of conscience is still unknown. The Lodge's position is that he came out with his announcement way too early and didn't have the requisite facts to strip the seven officers. Six of the seven hadn't been served with their allegations at the time of his initial press conference. The media frustration at the lack of information he related at the "press release" caused a feeding frenzy I've never seen before.

After stripping our six members and sending them to Call Back, they came in to the Lodge to seek assistance in this matter. The preservation of the cars' GPS history became a concern of ours when a couple of the officers denied even being at the scene. In preparation for a potential defense, our attorney requested that the GPS history of the members' assigned cars were maintained. About three hours later, two of our members were asked to go to headquarters where they were re-instated. At that time it appeared that the GPS records cleared those two Officers of any wrongdoing.

A simple investigative action that could have spared at least these two officers of the humiliation and embarrassment of being stripped and taken off the street apparently wasn't done. Added to the Superintendents hasty decision to even call a press conference at that point, failing to recognize the error caused by his premature act at any one of his subsequent television interviews, and repressing the common decency that would have caused him to apologize to these officers speaks to the character of the individual and to anyone supporting these actions. There are still all kinds of rumors floating out there relative to the case and as expected, little clarification due to the fact that this is an investigation in the works. It appears that the media will have all the "facts" before IPRA has a chance to appropriately collect them due to the Superintendents actions. The Lodge will ensure the due process of the remaining members involved in this incident as well.

Pension

On October 13th it was reported that the Mayor addressed the Editorial Board of Crain's Chicago Business and informed them that he intends to support an effort in the Illinois General Assembly in the veto session to reduce benefits for Chicago Police and Fire similar to cuts that were imposed on others in the Spring Session. He states that this is only a beginning if a broader deal is not struck. In order to strike a deal, the Mayor or his representatives need to be at the table and our efforts in getting them there have been stalled. Even though they insisted on an agreement to meet over any legislation impacting our pensions, they have even given guarantees that we will meet, they have not agreed to a time. Our objective is to determine what their position is for a possible two tier system, to secure moving the date for the inclusion of currently retiring members for the 3% COLA and to inform them that any changes to the status quo for the benefits of current employees needs to take place at the bargaining table as we have attempted in the last two processes.

The problem with the funding levels of our pension funds have been brewing for years. Any responsible resolution of this problem needs to include a mechanism for annual funding so we are never placed in this position again. The perfect storm has developed for the placement of blame for the pension woes and the business community is pushing the reform out of fear that they will shoulder a heavy burden in the future if there is not enough reform today. That is why you will read articles by the business groups stating over and over that reform for future hires only doesn't go far enough but at the same time they will also oppose a responsible funding mechanism. Their drive is to push the burden off on someone else or to push it far, far into the future. Please contact your Alderman, State Representative and State Senator and demand

"Please contact your Alderman, State Representative and State Senator and demand that they not allow the Mayor to push any more pension reform until the City meets with the FOP, as the City has agreed to do contractually."

Inside this issue:

Instructions For Filling Out
A Watch Selection Form Pg. 6

FOP Gift Shop
Holiday Sale Ad Pg. 11

Union Dues Payment
Coupon—Final Notice Back
Page

President's Report Continued...

that they not allow the Mayor to push any more pension reform until the City meets with the FOP, as the City has agreed to do contractually.

55 And Out

The minimum number of members applying for retirement in 2011 in order to receive the premium free health benefits negotiated in our contract has been met. Over 120 applied to retire in 2011. We will near a total of 500 retirees in all of 2010 by year's end and a like number is expected for 2011. The attempt at deception from City Hall last week after announcing that they intend on adding 150-200 Police Officers to the rolls next year didn't go unnoticed. In order to add that number to the rolls they would have to hire 650-700 in 2011. This would be an improbable but welcome feat in light of the economic crisis and the fact that the current hiring list has been exhausted. There were few who were lulled into a false sense of security in this announcement, including most members of the City Council.

H.R. 218

On October 12th, the President signed into law S.1132, which is an amendment to HR 218. Although this amendment

does change some aspects of the original bill for us here in Chicago, an important problem that we are faced with here in Illinois has yet to be addressed. The amendment failed to address the situation in which the employing agency does not issue a photographic identification to their retired officers. A change that was made is in reference to lowering the aggregate service in good standing a retiree needs to have in order to qualify. That number was reduced from 15 years to 10 and the reference of retired has been changed to separated as 10 years of any time is not enough to qualify for pension in most states. This law exempts qualified retired members of the CPD from State and Local laws regarding the carrying of concealed firearms. Amending the new Gun Ordinance here in Chicago is still a work in progress in light of this exemption and when it does get amended, hopefully in the sense of exempting our retirees from the qualifying requirements, we will let you know.

Mayoral Elections

Now that the midterm elections are over, a greater emphasis will be placed on the Mayoral election in February. Please ensure that you and your family

members are registered to vote. An election process has never been so important for the people in this City and more so for City Employees as the February and probably the April Mayoral elections. A dynasty is likely to come crashing down and we need to have input into its replacement for our sake and that of our City.

As the process unfolds please take notice of who the players are, who their supporters are made up of and the all important aspect of any political campaign, where the financial contributions are coming from. This is going to be a very complex process as so much is at stake. Assuming someone else will look out for your interests can be a recipe for disaster. Get and stay involved.

As Thanksgiving is soon to be upon us, in light of all that is happening and all that many of us are going through personally, there is still much that we do have and enjoy that we should be thankful for. Take some time to reflect on those things, especially when you feel overloaded. Happy Thanksgiving.

Vice-President's Report, By Bill Dougherty



Committee On Finance Issues

On September 30, 2010 the Lodge had an arbitration hearing against the Committee on Finance (COF). The hearing was regarding the denial of an injury on duty by the COF. The Officer was directed to move office supplies and furniture by her supervisors. In this particular case, the Officer injured her knee while lifting a cubicle. The Officer had no prior knee problems until this incident. The Officer reported the incident the very next business day to her supervisor and an IOD report was made. The COF denied the IOD report weeks later after an MRI revealed a tear and a need for surgery.

This is a common occurrence with COF as they attempt to get out of paying for the surgery. A shoddy investigation

was conducted by the COF as no one contacted the Officer's supervisors in an attempt to get any information regarding the injury. The argument that was made by the COF attorney was simply this: "It didn't matter if the COF was wrong in denying the IOD, just as long as they weren't unreasonable."

We have gone to arbitration on these cases in the past and have won. You would think that the Chairman would stop fighting these cases, as it is a waste of tax dollars. The City's Corporation Counsel has lost most of its attorneys and many of these cases are being handled by the law firm of Franczek Radelet. I'm going to guess that each time a case goes to arbitration the cost to the City is much higher with a high priced law firm handling the case as opposed to the Corporation Counsel.

Officers, please be sure to document

your injuries and, if there is a witness, have them do a report on what they witnessed before the end of your tour of duty. Please cover yourselves because the Committee on Finance won't. Executive Director Luana Montoya of Committee on Finance stated in our last arbitration that it was not the responsibility of the Committee on Finance to investigate injury on duty claims. They will deny IOD's, but they won't investigate them. Make sure that your supervisors document any defects in equipment, vehicles or premises when filling out your IOD report.

What's New At The Pension Board?

The Pension Board Trustees have stooped to a new low. The Pension Board Trustees are conducting status

(Continued on page 3)

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

(Continued from page 2)

hearings on Disabled Officers. The Lodge certainly agrees that if an Officer has been released to come back to work by their treating physician, they should come back to work. But at the September Board Meeting, the Trustees voted to take disability benefits away from a Sergeant without the treating physician's recommendation.

Our concerns are that we have status hearings coming up for our members and we have fought hard for fair hearings before the Board for our members. We do not want to go backwards and resort to

fighting the Board in the Circuit Court while the Officer is in a no-pay status.

The Pension Board Trustees have hired a lobbyist for the pension board. Now, I can't remember the last time that the Pension Board sponsored a bill down in Springfield, so why did the Pension Board Trustees use our money to hire a lobbyist to monitor bills in Springfield? And why did they hire a lobbyist connected with Mike Madigan and Emil Jones? Are they going to continue to attempt to kill bills sponsored by the FOP? If so, why did our Pension Trustees vote for this?

Health Fairs

On November 16th, 17th, 18th 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.

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



Clemency and Parole Hearings for a Cop Killer

The Lodge attended both the Clemency and Parole Hearings before the Illinois Prisoner Review Board to hear the case of the convicted murderer of PO Terrance Loftus, Star #5701, 014th District, EOW 12 October 1976.

The Clemency Hearing was held on October 8, 2010 at the Thompson Center. The Hearing began with opening statements from the inmate's attorney followed by testimony from the inmate's supporters who went on to attack the Fraternal Order of Police and the Chicago Police Department for our active roles in the denial of release for this convicted cop killer.

These supporters went so far as to openly criticize members of the Prisoner Review Board who have voted to deny parole of the inmate. These supporters

who want to retry a case which has already been heard and try to change the perception of what occurred when this coward deliberately fired a handgun into the street where PO Loftus and other persons were standing.

The Prisoner Review Board then heard from the Assistant State's Attorney, who presented officers to the Board who knew PO Loftus in life and who requested that the inmate not be released. Testimony was also provided by a member of the Chicago Police Department refuting the claim that the inmate no longer had gang affiliations. My initial observation was that our efforts have been noticed and they are producing results.

A Parole Hearing for the inmate was held on October 20, 2010 at 26th & California and was attended by members of the Police Department, Police Memorial Foundation, family and friends of PO Loftus and myself representing the Lodge. The testimony was presented to the Prisoner Review Board Member who

presided over the Hearing and the Hearing was video recorded for other Board members to view at a later time. Each of us testified, explaining why this individual should not be released and how this act of street violence has impacted so many friends, loved ones and police officers.

The En Banc hearing is scheduled for October 28, 2010 in Springfield, Illinois, where the full Illinois Prisoner Review Board will meet, review the evidence and vote to either deny or grant parole to this convicted murderer. I along with other Police Officers will travel by bus to Springfield and appear at the En Banc hearing to support the memory of PO Terrance Loftus and remind others that the ultimate sacrifice which PO Terrance Loftus made was not in vain.

WE WILL NEVER FORGET!

Address Change Form—Effective Date: _____

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

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**

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



Cozzi Update

Bill Cozzi's appeal has been sent to the United States Supreme Court. We all hope that the Court will hear the case. Bill's attorney says that Bill is encouraged and appreciates the support of the F.O.P. and our members. Bill also thanks everyone who writes to him.

Roundtables

Our roundtable grievance is going to arbitration on October 27th and, as soon as we get a ruling, it will be posted on our website.

Weis Strikes Again

On October 15th Jody Weis held a press conference to announce that he viewed a video tape of an alleged brutality complaint and that the seven officers who were involved have been relieved of their police powers. He acknowledged that the investigation had just started but he will not tolerate a suspect who is handcuffed being beaten while officers on the scene failed to report the misconduct. Weis went on to justify his actions by stating he has learned that he has to get in front of these types of stories, (even when he creates the story). Weis would not release the names of the officers or release the video because the investigation is ongoing. Weis then refused to answer any questions by the media. What makes this suspicious is the reason he called the press conference even though there was no public interest or outcry. Weis went on to justify his actions by stating he has learned that he has to get in front of these types of stories.

The Mayor, without knowing any of the facts, was quick to come to the aid of Weis, stating he did the right thing by relieving the officers of their police powers. "Brutality cannot be tolerated." Once again the Mayor and Weis convicted these officers in the media without knowing the facts or waiting for the completion of the investigation.

Does Weis or the Mayor know if the six officers actually witnessed the alleged incident; there was a media report that the offender had spit on two officers which is why there was physical contact to turn his

head so he could not spit on anyone else? WGN news reported that had the supervisor completed a TRR report this incident would not even be an issue.

Does the Mayor, Weis or IPRA know that one of the offenders has a relative who works at IPRA? If there is a conflict then IAD should be conducting the investigation not IPRA.

The Facts...

Here is what we know: newspaper articles were written saying that seven officers were being punished for their roles in a police brutality case. Six of the seven officers never touched anyone, and even worse, two of the officers punished were not at the scene at the time of the incident. How do we know they were not on the scene? The officers told us and we had our attorney contact IPRA to retain the GPS records as proof of their innocence. Low and behold, they had their police powers reinstated as soon as IPRA looked at the GPS. Shouldn't that have been done before relieving them of their police powers?

With all of these questions unanswered, Weis appeared on FOX news in the morning on October 20th and defended his actions against the seven officers stating that he did not care if his actions were unpopular with the members. He made no mention of the fact that two of the officers were reinstated because he had made a mistake. Everyone knows who these officers are and their reputations have been ruined. That is the greatest injustice of all. The actions of Weis show once again that he does not care about morale. Every officer is now questioning what would happen to them if they got caught in a gray area; would they be relieved of police powers or worse yet, would they get indicted? It's enough to make the strongest officer question his decisions and actions when they are most needed!

The Lodge is taking unprecedented legal action against Weis on behalf of the officers that were reinstated.

Police Budget Hearings

On October 19th I attended the City Council Budget Committee hearing on the Police Department and I have to tell you it was better than going to a comedy

club. Every alderman complained about manpower and most stated that even though Weis keeps reporting crime is down the average person does not believe they are safe on the streets of Chicago. The perception is the truth. I will give you a synopsis of Weis' testimony at the hearing.

Weis dropped a bombshell by telling the alderman that the patrol division is reviewing an academic study done regarding the remap of the beats and if the academic numbers line up with reality he will deliver the beat remap by the end of 2010.

Weis said the average number of officers that retire each year is 450 and the City plans to hire 200 recruits next year. The current eligibility list is exhausted and the City just put out a Request For Proposal for a vendor to conduct a new test. Weis said that a test will be given next year but we all know that if the test is given in the first part of 2011 the list won't be ready until the end of the year. In all probability the earliest we would see any relief would be in 2012 and that's if a class is put in the academy at the end of 2011. Weis said that the Department is currently down 900 officers. Weis would like more officers but so would all the chiefs across the country. He stated that the economic times dictate that we do more with less.

Weis was asked that even though crime is down, isn't it true that aggravated batteries and aggravated batteries with firearms are up? Weis replied, "... the numbers are skewed because some of the cases are gangbangers that have made serious mistakes. As punishment, the gangbanger gets shot by his own gang as a violation causing the statistics to be out of whack."

With morale in the Department down how is Weis going to improve it? Weis responded by stating for this question he must put on his military hat. "The mission always comes first, even with 900 vacancies crime is down to 2007 levels so we are succeeding. We give more training, better equipment; I got approval for a new vest cover that says POLICE on the back so that people know that you

(Continued on page 5)

Third Vice-President's Report Continued...

(Continued from page 4)

are an officer. I helped get the officers a new work schedule; I gave officers the ability to carry rifles and tasers. Because the officers now carry tasers batteries to police officers are down. We run 20,000 Pod missions a year. The mission will always come first."

Aldermen feel like the Wards have been stripped because of the elimination of some of the CAPS officers. Weis responded saying, "...by putting the CAPS officers back on the beat he has created CAPS ambassadors. They will go out and spread CAPS across the districts."

Weis was questioned at length about officers behind detailed out of district to work at marathons and festivals including the Taste of Chicago and his response was, "...he is trying to work with Special Functions to get the procured special employment program up and running but he is also looking at forming a committee to

look at what is being done around the country with the police auxiliary. Weis stated that he doesn't want the F.O.P. to scream and yell; he will work with them on this issue. Weis believes that there are retired officers who would volunteer their time to assist the Department. Weis cited San Francisco where they use volunteers to investigate burglaries and Durham N.C. where they use volunteers to canvas neighborhoods for witnesses to crimes. Weis said that Maricopa County has created the Maricopa County Posse to assist County officers."

Alderman Burke was quick to respond by saying that he has been advocating the Auxiliary for years and last year he designated \$100,000 to explore the concept. He further stated that he doesn't know why F.O.P. would be against this concept because retired officers are members of the F.O.P.

Morale is down so you fix it by au-

thorizing a new vest cover. You say that Battery to officers is down because of the use of tasers but the fact is that Battery to officers is up 20%. We have had to file safety complaints because in some districts there are not enough tasers for the officers. We are down 900 officers, 450 officers retire each year and the plan is to hire 200 even though there is no list and there isn't a company to give a new test. I know that if you are on a boat and you are taking on 450 gallons of water an hour and are only pumping out 200 gallons an hour you are going to sink. Weis says that aggravated batteries with firearms are up but it is because gangbangers are receiving violations.

This just shows that the Superintendent is more concerned about his failed career than the men and women of this Department.

From The Desk of Jim Bailey, Trustee, Field Representative



The Taxpayer

In late September there was a story in one of the local newspapers about a woman who called 911 regarding a person apparently on drugs running in and out of traffic. The woman called and after 20 minutes, and no response, she called back again stating that "she paid taxes, too." Once the police arrived, an officer asked the taxpayer if she was the person who called and said that she paid taxes. The officer went on to inform the taxpayer that she needed to contact Mayor Daley; officers are being shot at and that this particular incident was not a priority call. The taxpayer berated the officer by saying the officer still gets paid, he knew what the job was about when he filled out the application and to quit if he doesn't like his job. To give the woman credit, at least she called 911. Other than that, she is obviously unclear of the concept. Officers don't pick and chose their assignments. As our members know, jobs are assigned by a priority system. What this taxpayer also doesn't know is a majority of officers begin their

tour with a backlog. The officer was probably handing other jobs at the time this "taxpayer" called the police. The officer subsequently took away the young woman who was running into traffic. So the officer arrives on the scene of woman who is acting erratically, gets berated by a taxpayer who he is out there protecting and handles the job appropriately. Obviously this is a manpower issue, but our fine taxpayer doesn't see that. As a final shot, the taxpayer stated that she supported Jody Weis "all the way." Maybe next time she should summon for Jody Weis since more of her taxes are paying Jody's salary than that of the Police Officer.

PES BS

If used properly, this evaluation system might actually work. But it doesn't. On more than one occasion we have received calls at the Lodge from officers who have been told they are the top ten worst in the district. This is due to their amount of arrests, tickets, contact cards, etc. Never mind that they answer calls all day. Never mind that there is not one directive indicating that an officer must write a specific amount of tickets each

day, week, month or year. It gets even better. There was an evaluation done in which two of the five categories rated one of members as "needs improvement." The Sergeant that completed this evaluation based this rating after supervising the member for the last year. However, upon further review, the member observed no comments in the portfolio section. None. Zero. Zilch. If this member needs improvement, as the Sergeant indicated, why isn't there any documentation? Why hasn't the Sergeant counseled the officer or informed a higher ranking supervisor of the concerns the Sergeant has regarding the member's performance? There has been no explanation.

This system was supposed to acknowledge the performance of an officer, whether it's positive or negative. The morale survey was supposed to have been released recently as well. It wasn't. The Superintendent stated in October of 2009 he would resign if he felt the low morale among department members was because of him. He hasn't. Enough already! We need leadership at the top and we need it now! Stay safe. JB

Recording Secretary's Report, *By Sidney Davis*

Furloughs And Watch Bids

Furlough selections will start sometime this month with watch selections to follow in December. The 2011 Holiday Event Calendar will assist members in making their furlough selections as it has over the years. A partial calendar will be made available prior to the start of Furlough selections.

Uniform Inspection

This event occurs twice a year, in May and November. For the month of November 2010, it starts on 01 Nov. and will end on the 10th. G.O. 98-10, Add 1 is the source reference.

55 And Out Health Care Benefit

The number of Lodge members required to retire for the time span of January 1, 2011 through December 31, 2011 was finally met in late September. Selecting a retirement date of December 31 in any year is not a good choice while taking advantage of the 55 and Out Free Health Care Benefit. By selecting December 31, the effective date is then January 1, which is now a day later than what the Memorandum of Understanding states is needed to benefit for the health care premium.

Departed Brothers & Sisters

Frank J. Segaritis, Age 85
 Roger A. Reyes, Age 58
 Michael C. Mitzelfeld, Age 64
 Ronald M. Lindstrom, Age 65
 Ralph D. VanBush, Age 83
 Casimer S. Kolasa, Age 80
 D'Ethel Williams, Age 69
 James M. Lamb, Jr., Age 64
 William J. Brannigan, Age 70
 Jacob B. Benter, Age 87
 James A. Shaver, Age 82
 Ronald R. Cerny, Age 84
 Clarence L. Bradley, Age 70
 James M. Oates, Age 84
 Richard J. Curry, Age 63
 Eugene F. Kelly, Age 85
 George N. Thiese, Age 95
 Leonard T. Rogozinski, Age 77
 John J. Hurley, Age 58
 Daniel P. Conlan, Age 65
 Tina L. Fleming, Age 51
 James R. Baldrige, Age 72
 Gerald E. Sypien, Age 70
 Robert T. Prosser, Age 72
 Fred E. Hattenberger, Age 61
 John P. Mulhern, Age 77
 Donald L. Jacobsen, Age 67
 Charles F. Gaddin, Age 62
 George W. Jackson, III, Age 68

Instructions For Filling Out A Watch Selection Form

On a Watch Selection form, you have four choices that can be made: 1st Watch; 2nd Watch; 3rd Watch; and No Bid. Although there are risks of placing a "No Bid" choice (see the article entitled "The Risk of No Bid") it remains a choice for you to make.

Officers should make their choices by prioritizing the watches, with the most desirable watch being designated as your first choice, followed by your next desirable selection, etc. Officers should complete all four choices, but may not select the same watch for all four choices. Submitting a selection form in which all four choices indicate the 2nd watch is not only the wrong way to fill out the form but if you don't have enough seniority to achieve a 2nd Watch seniority assignment you have just opted out of the selection process and will be placed on a watch designated by the Department. **Use each selection once and only once, ie: 1st, 2nd, 3rd and No Bid.**

Here are a few examples and scenarios which I hope will assist you in deciding how to use the "No Bid" choice. The Lodge is recommending that you use the slots (which are effectively empty) after your "No Bid" choice to indicate to your Commander what your preferred watch is.

EXAMPLE #1: I am an officer who, although I do not have enough seniority to get on the 2nd watch, am confident (really, really confident) that the Commander will use the Department's 20% to place me on the 2nd Watch. I made out my form:

1st Choice: 2nd Watch 2nd Choice: No Bid 3rd Choice: 3rd Watch 4th Choice: 1st Watch

EXAMPLE #2: I am an officer who, although I do not have enough seniority to get on the 2nd or 3rd Watch, am desperately trying to avoid the midnights and all I can do is hope and pray the Commander may use his/her 20% on me but I can at least indicate to him/her my preferences. I made out my form:

1st Choice: 2nd Watch 2nd Choice: 3rd Watch 3rd Choice: No Bid 4th Choice: 1st Watch

EXAMPLE #3: I am an officer who knows positively that the Commander is not going to use his/her 20% on ME. I made out my form:

1st Choice: 2nd Watch 2nd Choice: 3rd Watch 3rd Choice: 1st Watch 4th Choice: No Bid

Officers think wisely before submitting your Watch selection form, your decision may be with you for the full year, also use each choice selection (1st w, 2nd w, 3rd w, or no bid) only once. Using any of them twice will not get you that selection.

20th District's 4th Annual Reunion

Hosted by the OWLS

Thursday, December 2, 2010
1830—?? Hours

Howard Street Inn
6676 W. Howard St.
Niles, Illinois

No Tickets Needed, Buy Your Own

For more info please call
Tony Amelio at 847-321-5190

Financial Secretary's Report, *By Rich Aguilar*



FTO Grievance Unfair Labor Practice

The Field Training Officer Program currently has 81 Police Officers assigned as Field Training Officers. After reading this newsletter article one can only wonder how many of these Officers will remain with the program.

Early on, in June 2007 during contract negotiations for the current 2007-2012 contract, the Lodge proposed an increase in training districts to include all twenty-five districts. During the negotiations process, the Department claimed that there was a "glut" of Probationary Police Officers in one south side district without enough Field Training Officers to train them. The Department saw fit to move several north side FTOs to this south side district rather than move the PPOs. The Department then decided to try to destroy the FTO program even more when it reduced the number of training districts to only five training districts in September 2008. FTOs had to either move from their bid District of assignment or resign their position which meant forfeiting their D2 rate of pay. The Department's actions caused several FTOs to file grievances while others simply decided to resign from a program that they believed did not value its members.

The Lodge investigated these grievances and became aware that the Department met with two FTOs who were ordered to participate in a panel discussion regarding the FTO program. One of the FTOs was not even an FOP member. The Lodge immediately filed an Unfair Labor Practice with the Illinois Labor Board.

A hearing was held at the Labor Board in October 2009 before Administrative Law Judge Sylvia Rios. ALJ Rios rendered an opinion in March 2010. Her opinion stated that the Department acted improperly by failing to negotiate with the Lodge over the reorganization of the FTO program. She ordered the Department to return the program to its status quo prior to any of the moves, reinstate those officers who were removed or resigned from the program, make them whole by reimbursing them with back pay, and pay the officers interest at a rate of seven percent.

The City of Chicago appealed this decision in April 2010. The appeal was made to the Illinois Labor Board which is the same entity that affirmed the decision of ALJ Rios. A hearing was scheduled for August 2010. I was present at the appeal hearing where the City was given ten minutes to present their appeal. The Lodge was also given ten minutes to reply. The evidence presented at this hearing was

substantially a rehash of what had been presented at the original hearing.

Unbelievably, the Labor Board rejected ALJ Rios' original decision in the matter. The current configuration of the FTO program will remain intact. Those Officers who were involuntarily reassigned have no claim. Those Officers who were forced to resign rather than be involuntarily reassigned have no claim. The Labor Board took the position that the reduction of training districts was a matter that concerned wages, hours, and terms and conditions of employment, but that it also was a matter of inherent managerial authority. That being said, it was now the Labor Board's responsibility to balance "the benefits that bargaining will have on the decision making process with the burdens that bargaining imposes on the employer's authority." The decision goes on to say that the purpose of the reduction was to improve the training of Probationary Police Officers. The Labor Board Panel bought this claim. Case law, which purportedly supports the Labor Board's decision, is listed in the decision although the Lodge believes it is marginally relevant at best.

What is the next step? The Lodge has two options. The Lodge can accept the decision of the Labor Board and the matter is over or the Lodge can file an appeal in the Appellate Court of Illinois. The appeal process is a process that would take an additional twelve to sixteen months for the case to be heard with additional time required for an appellate court decision. Past history has shown that the appellate court is reluctant to reverse decisions made by the Labor Board. Even if the appellate court did reverse the decision, it would not automatically result in the original decision that was handed down by ALJ Rios being reinstated. The appellate decision might only require the City to properly negotiate with the Lodge over an FTO Program that would have already been modified and in place for more than three and one-half years. The Lodge attorneys have recommended that the Lodge not file an appeal with the Appellate Court of Illinois at this time.

The original decision rendered by ALJ Rios and the subsequent ruling by the Labor Board Panel on the City's appeal can be found on the FOP website under the Arbitration Tab.

Coincidentally, just as this article was being completed, the Lodge was contacted by the Department to discuss potential changes to the current FTO program stating that *The Department's goal is to develop the most efficient and effective training for probationary officers.*

I would greatly appreciate input from any FTO on ways to improve the program. Please submit your ideas to me via e-mail at raguilar@chicagofop.org and include a cell phone number so that I may contact you if I have any questions. A meeting will likely be scheduled for FTOs to discuss any changes suggested by the Department. Stay tuned.

TSA Canine Handler Arbitration Award

Michael Bransfield, Patrick Ganshirt, and Steven Ruge are all certified TSA Explosive Detection Canine Handlers. I don't often mention Officers by name in my newsletter articles, but I made an exception here as these Officers displayed a character trait in a recent arbitration hearing that isn't seen often enough in the Police Department these days. They cared more about their fellow Officers contractual rights than their own entitlements.

These three Officers attended and successfully completed the TSA National Explosives Detection Canine Team Program at Lackland Air Force Base in San Antonio, Texas. During this training, the officers and the dogs assigned to them are individually certified. A team certification follows once they are in a working environment. They returned to Chicago and began performing the duties of a TSA EDCH late 2008. The City took the position that the Officers were not entitled to be paid as an EDCH until the Officer and his dog were certified as a team and would not put the Officers into the pay grade that they had earned as required by Section 26.1(B) of the Collective Bargaining Agreement.

The Officers filed a grievance, arbitration was demanded, and the case went to hearing in August 2010. The City, as sometimes happens in arbitration hearings, made a settlement offer to these Officers. They would get retroactive back pay from the date that they began performing the duties of an EDCH, but the settlement offer would apply only to them. The Officers could have accepted the settlement offer which would have guaranteed that they received what they wanted from the grievance, but being a settlement, it would not be a precedent setting award that would impact any officers in the future. These Officers unanimously stated that they would rather risk getting nothing from the Arbitrator's decision than simply getting something for themselves and disregarding those Officers that will follow in their footsteps.

The Arbitrator made his decision in September 2010 and ruled in favor of EDCH Bransfield, Ganshirt, and Ruge granting them back pay and all benefits retroactive to their dates of individual certification which will also apply to all future EDCH Officers. Thank you, Officers for sticking to your principles!

“Don’t We All...”, *Compliments of Rabbi Moshe Wolf*

I was parked in front of a shopping center wiping off my car. I had just come from the car wash and was cleaning out the inside of my car, lost in thought, contemplating life and carrying a heavy heart for a friend dying of cancer. Coming my way from across the parking lot was what society would consider a "street person", "bum", "street panhandler". From the looks of him it seemed as if he had no car, no home, no clean clothes, and no money.

There are times when you feel generous, but there are other times that you just don't want to be bothered. This was one of those "don't want to be bothered, leave me alone" times. "I hope he doesn't come my way," I thought. He didn't. He came and sat on the curb in front of the bus stop but he didn't look like he could have enough money to even ride the bus. After a few minutes he spoke. "That's a very cool car," he said. He was ragged but he had an air of simple dignity around him. I said, "Thanks" and continued wiping off my car.

He sat there quietly as I worked. The expected plea for money never came. As the silence between us widened, something inside said, "Ask him if he needs any help." I was sure that he would say "yes" but I held true to

the inner voice. "Do you need any help?" I asked. He answered in three simple but profound words that I shall never forget. We often look for wisdom in great men and women. We expect it from those of higher learning and accomplishments. I expected nothing but an outstretched grimy hand that I would gladly help. Instead, we locked eyes and he spoke the three words that shook me, and I'll never forget. "Don't we all?" he answered.

I was feeling high and mighty, successful and important, above a supposed bum in the street, until those three words hit me like a twelve gauge shotgun. "Don't we all"?

I needed help. Maybe not for bus fare or a place to sleep, but I needed help if for nothing more then to stop and count my blessings and get my head back in focus. I reached in my wallet and gave him not only enough for bus fare, but enough to get a warm meal and shelter for the day.

Those three little words still ring true. No matter how much we have, no matter how much we have accomplished, we need help too. No matter how little we have, no matter how loaded we are with problems, even without money or a place to sleep, we can give help to another with less. Even if it's just a

compliment, we can give that. We never know when we may see someone that appears to have it all; they may be waiting for us to give them what they don't have, perhaps a smile, a handshake, a friendly hug, or a kind word. A different perspective on life, a glimpse at something beautiful, a respite from daily chaos that only we, through a different perspective, can see. Maybe the man coming towards me in the parking lot was just a homeless stranger wandering the streets or maybe he was more than that? Maybe the man was sent by a power that is great and wise, to minister to a soul too comfortable in themselves or to remind them that no matter how heavy their burden, there are those carrying a heavier burden. Maybe G-d looked down, called an Angel, dressed him like a bum, then said, "Go minister to that man cleaning his car, that man needs help keeping his life in focus."...."Don't we all"?

On behalf of ALL your Chaplains, may G-d bless you, keep you safe and always keep you in His loving care. Amen.

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

They Have Eyes But See Not, Ears But Hear Not, *By Father Tom Nangle*

Why is it that you and I know something about the heart and soul of the CPD, but nobody else gets it?

Today at noon, I stood at a rectangular, ugly, little, hole in the ground at Queen of Heaven Cemetery; a baby's grave donated instantly by Catholic Cemeteries after I made a quick phone call to tell them the story: a newborn infant girl, born at home, and allegedly thrown in the trash by the mother. She died in the garbage. A detective called me because he didn't want her to be buried in a pauper's grave. Everybody saw to it that she wasn't. About 20 of us, all CPD, crowded around the grave, and a member of the CPD Honor Guard braced himself at attention as the driver opened the hearse door. The tiny casket inside the hearse looked like a cigar box in the middle of Soldier Field. Our man carried her from the hearse to the hole with more reverence than any pope or president could ever muster, and placed the little casket on the bier. Pink flowers (eagerly donated by a florist we do a little business with) surrounded her, and a teddy bear hugged the casket. The funeral director (a freebie) placed a second crucifix on her little casket; he told me the lead detective thought that some day the mother might appre-

ciate having it...some day...maybe.

Nobody should be buried without a first name, and the ME's 'storage case number "XXX" was known starkly as Baby Girl XXX. At one point in the prayers, all the attending detectives were asked to speak aloud a woman's name (Mom, wife, daughter, girlfriend, etc.) and this little one was now a child with 20 first names, all spoken with a love she never knew. We commended her into the arms of the Only One who can fathom the messiness of this world, and I thought how pleased He must have been with this gathering: No publicity, no ego, no showboats or grandstanders but just some very good people doing the right thing.

The next day, Tuesday, October 26th, we buried a retired policeman who died alone. Judging from the phone calls I got after the baby's burial, he'll get the funeral he deserves from his brothers and sisters with the CPD button in their pockets. A captain picked up the ball and ran with it on this one and once again, everyone will be sure he gets the funeral he deserves after serving and protecting this city. SCC publicized this death and that's what will swell the crowd at the funeral home;

the Memorial Foundation immediately agreed to pay the funeral costs, no questions asked. The deceased was also a Marine, so our CPD Marines arranged a USMC honor guard for the cemetery. One young copper spoke 5 words that made me shiver: "Father, we bury our own." And we do it well, with heart and soul.

Respectfully,
Fr. Thomas Nangle, Chaplain CPD
312 738-7588

P.S. Your Police Chaplains Ministry has two missions ahead: care packages to our CPD officers in Afghanistan, and the Gold Star Families dinner at The Drake Hotel. Sorry that these appeals for donations bunch up at the end of the year! You can send your tax deductible support to Police Chaplains Ministry, 1140 W. Jackson Blvd., Chicago 60607, and I thank you.

The Next General Meeting Will Be
Held On Tuesday, November 16, 2010 at
1900 Hours.

All Members Are Encouraged To Attend

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

Disability Report

The best of health and a Happy Thanksgiving 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.

September Pension Meeting – Advocates present: Det Steve Schorsch, 1st VP Bill Dougherty and myself. **Disability Claims:** *Duty:* 4 granted at 75%, 1 granted at 50%, 1 continued by the officer. *Ordinary:* 1 granted. *Application for Duty:* 4 granted Ordinary without Prejudice.

Request for pension credit for prior service 5-214.2 – 4 officers granted

Request for pension credit for prior service 5-214c (Rosario) – 6 officers granted.

Request for pension credit for prior military service under 5-214.3 – over 100 applications.

Duty Disability Status Hearing – 1 officer's Duty Disability terminated.

Testing and Hearings – The Disability and Pension Committees have noticed an alarming increase in these tests and subsequent status hearings at the pension which could terminate your disability

status. If you are notified to any of these testing procedures notify the FOP immediately before you are called to a status hearing.

Functional Capacity Evaluation (FCE) is used by physicians, case managers and, in our case, the Pension Board to test our disabled officers. The FCE is performed by a physical or occupational therapist which will use standardized tests that include diagnosis, impairment, and pain and functional limitation. The FCE could take hours and during the evaluation the officer's safety and well being should be taken with due diligence to possible chance of injury during the course of the evaluation. This test is paid by the Pension Board.

Independent Medical Evaluation (IME) is a physical examination by a medical doctor chosen by, in our case, the Pension Board for the purpose of providing written medical documentation to be used by the Pension Board to continue support or termination of benefits. This examination by a doctor is paid by the Pension Board. Contact the FOP Disability Committee if any of the above tests are requested by the Board.

Status Hearing – If you are informed in writing of a status hearing by the Pension

Board, it is a review of your disability with action taken by a FCE or IME. This status hearing could continue or terminate your disability status. Again, contact the FOP.

Veteran's Corner

Our thoughts and prayers go to the CPD members who are actively serving our country in the military. Thank you to all veterans for your service.

235th Marine Corp Birthday – Wednesday, November 10 – *Semper Fidelis*
Veterans Day at Soldier Field – Thursday, November 11 – 11:00 am Gate 0 (South End)

Home Depot and Lowes – Offer Military Discounts (10%) every day of the week

Military 'Thank You' Appreciation Dinners – Proper ID required – Check with restaurants for details. McCormick & Schmick's – November 7 (Lunch/ Dinner reservations strongly recommended), Applebee's – November 11, Golden Corral – November 15

"This nation will remain the land of the free only so long as it is the home of the brave." ~ Elmer Davis

Airborne Sal

<p style="text-align: center;">Retirement Party</p> <p style="text-align: center;">You're Invited To Attend The Retirement Party For</p> <p style="text-align: center;">PO Rick King</p> <p style="text-align: center;">November 5, 2010 7pm—11pm</p> <p>Tickets cost \$30 each, includes refreshments & buffet dinner.</p> <p style="text-align: center;">115 Bourbon Street 3359 West 115th Street, Merrionette Park, Illinois</p> <p>For tickets or more information please call PO Ryan King, 009, 773-875-1637</p>	<p style="text-align: center;"><i>I would like to wish the membership of Lodge #7 and their families a Happy Thanksgiving.</i></p> <p>Officer Down</p> <p>Corrections Officer Tracy Cooper, EOW 9/28/2010 stopped an inmate at Cook County Jail who attempted to escape from custody. In the attempt Officer Cooper was injured and was undergoing surgery at the hospital when, during anesthesia, he slipped into coma and passed away.</p> <p>Our thoughts and prayers are with Officer Cooper's family and the members of Lodge #263.</p> <p>Densey Cole Benefit</p> <p>Thanks to all that attended and volunteered last month and a special thank you to the committee and all their hard work in making the benefit a huge success.</p> <p style="text-align: center;"><i>Darrin Bourret, District 1 State Trustee</i></p>	<p style="text-align: center;">Retirement Party</p> <p style="text-align: center;">You're Invited To Attend The Retirement Party For</p> <p style="text-align: center;">Lt. Kevin Duffin & Lt. Edwin Kaup, Jr.</p> <p style="text-align: center;">November 16, 2010 6pm—10pm</p> <p>Tickets cost \$40 each, includes refreshments & buffet dinner.</p> <p style="text-align: center;">115 Bourbon Street 3359 West 115th Street, Merrionette Park, Illinois</p> <p>For more info call Area One at 312-747-8380</p>
---	--	--

May 2010 Retirees

Name	Rank	Dist.	Yrs
Antol, Charles	Officer	025	29
Benson, Robert O.	ET	477	37
Copps, Charles R.	Officer	007	30
Curry, Richard J.	Officer	019	40
Cyze, Michael T.	Officer	151	40
Dietz, Scott C.	Officer	050	24
Dowling, Martin W.	Officer	008	38
Ellis-Davis, Sharon L.	Officer	021	32
Fouk, Steven, W.	Officer	050	24
Frazier, III, Freddie	Officer	022	24
French, Vaughn T.	Officer	008	25
Garcia, David I.	Officer	013	29
Guerra, Sr., Jimmy R.	Officer	022	21
Hamilton, Gerald H.	Detective	620	25
Harvey, Jr., Gus A.	Officer	003	28
Hill, Jr., David	Officer	701	24
Kleidon, Jr., Walter A.	Officer	189	45
Kovacs, William J.	Officer	166	37
La Coste, Roman	Officer	022	29
Leung, Sunwing T.	Officer	020	29
Lionhood, Richard H.	Officer	189	42
Mathey, James J.	ET	477	32
McGivney, Robert W.	ET	477	30
Mierniczak, Richard J.	Officer	004	29
Miller, Stephen	Officer	608	22
Mosqueda, Angel G.	ET	377	33
Peca, Dennis J.	Detective	610	24
Petersen, Susan A.	FTO	024	24
Pike, Lawrence E.	Officer	608	35
Sebeck, John C.	Detective	630	34
Shepard, Myrtise	Officer	132	20
Smith, Marianne R.	Officer	008	17
Stachula, William J.	Officer	001	37
Tudron, James W.	Officer	025	38
Vasquez, Maria G.	Detective	620	24

June 2010 Retirees

Name	Rank	Dist.	Yrs
Aguina, Thomas	Sergeant	023	32
Amidei, Daniel R.	Sergeant	153	39
Astrauskas, Jonas V.	Officer	543	30
Bothfeld, Constance J.	Officer	020	20
DeJesus, Eladio	Officer	014	20
Dombrowski, Henry	Officer	019	32
Esters, Phillip	Officer	002	29
Grau, Carmen L.	Sergeant	050	30
Green-Farrar, Michelle E.	Officer	003	25
Griffin, Mark K.	Officer	018	28
Grochowski, Ronald E.	Officer	057	23
Hardy, Timothy J.	Detective	620	39
Harper, Jerry	Officer	006	30
Heard, Leonard	Officer	007	22
Hespen, William E.	Detective	610	38
Hill, Clarence R.	Detective	LOA	24
Howard, Terrence	Officer	021	24
Keim, Joseph S.	Officer	012	29
Keyes, Kevin W.	Officer	022	24
Lazzaro, Jr., Michael J.	Officer	025	39
Lightfoot, Cyril J.	Officer	DPR	30
Little, William	Officer	018	30
Lynch, James F.	Officer	001	39
Malloy, Richard J.	Officer	015	37
Marcus, Ernestine	Officer	273	30
McGuire, Danny L.	Explosives Tech	603	27
McKeag, Steve L.	Officer	153	29
Netterville, Sarah I.	Officer	608	20
Nowells, Stephan	Officer	003	29
O'Shea, William J.	Officer	024	37
Parnow, Mitchell H.	Officer	024	29

MAY - JUNE & JULY 2010 RETIREES

Paulus, Richard J.	Officer	012	29
Penkala, Dominic J.	Officer	014	30
Peters, Philip J.	Officer	019	29
Pierucci, William F.	Officer	010	29
Ryan, Martin J.	Officer	701	29
Swarbrick, Jerold R.	Captain	020	37
Tarka, Walter C.	Detective	116	38
Termini, John Q.	Officer	017	40
Thomas, Jr., Willie F.	Officer	003	29
Vukonich, Frank G.	Detective	650	29
Williams, Teddy	Detective	610	28
Winston, Rose M.	Officer	002	24

July 2010 Retirees

Name	Rank	Dist.	Yrs
Allen, Valerie L.	Officer	196	25
Barnes-Simmons, Donna J.	Officer	123	24
Bartkowiak, James	ET	477	37
Brown, Jr., Oscar	Officer	196	20
Conckus, Charles J.	Officer	008	42
Conley, Michael J.	Sergeant	191	29
Daniels, Rene A.	Officer	153	29
Davis, Eric A.	Officer	018	25
DeAvila, Ruben	Officer	001	29
Decker, Michael V.	Officer	153	28
Gianopoulos, Tom A.	Officer	050	40
Gorski, Charles C.	Detective	601	29
Hofer, Mark A.	Detective	620	40
Joyce, Stephen R.	Detective	650	29
Kilmartin, John J.	Detective	620	32
Kuczynski, Robert M.	Sergeant	009	37
Lesko, William A.	Detective	620	33
Maas, Neil A.	Detective	620	28
Marchewski, Joseph A.	Officer	011	30
Michalek, Michael G.	Officer	020	39
Mizera, Robert T.	Sergeant	001	30
Morgan, Norman P.	Officer	001	34
Morrissey, Margaret M.	Sergeant	007	24
Neuman, Larry L.	Bomb Tech	603	28
O'Meara, Timothy J.	Detective	603	41
Paskuly, Mary Ann	Officer	001	25
Ramey, Charles A.	Officer	132	27
Ridgner, Steven	Officer	006	21
Rosen, Leroy G.	Officer	024	37
Stromek, Walter F.	Officer	701	32
Teil, Sammie W.	Officer	007	23
Tropfenbaum, Frank	Officer	050	40
Welsh, Michael C.	Officer	701	37
Williamson, James P.	Sergeant	012	29
Wronski, Bruce E.	Officer	018	33
Yu, Jimmy T.	Officer	021	14
Zbella, Lawrence J.	Officer	009	29

**You're Invited To The Annual
Texas Hold 'Em Poker Tournament
Benefitting Chicago Police Officers & Families**

Thursday, November 18, 2010 at 6pm

The Venue

Exclusively at Horseshoe Casino, Hammond

\$50 Event Party Ticket Includes Buffet & Unlimited Beer, Wine & Soft Drinks. Purchase Your Ticket Today At The Venue Box Office Or Call 219-473-6060.

*All Proceeds Will Benefit
The Chicago Police Memorial Foundation*



Holiday Store Hours:

Starts On 11/20/10:
 Mon-Thurs, 9:00 – 5:00
 Friday, 9:00 – 4:00
 Saturday, 8:30 – 4:00

Store Closed:

November 11, & 25-26, 2010

Direct Line:

312-733-2344

Website:

www.chicagofop.org
 Click on Gift Shop

Tee-Shirt Of The Month

Chicago Police With Checkerboard Embroidered In The Left Side Of The Chest, (Small—3XL)

30% OFF

Challenge Coin Set Thin Blue Line Knife Coin & USA Flag/CPD Star Coin. Was \$19.95

Now \$12.95

For The Retirees **FREE Shipping** For All Orders Over \$60.00

(Continental US Only, Insurance Extra)

Happy Thanksgiving! Welcome In The Holidays With Our Big Sale & Our Big Event, Our “FOP Saturday”, November 20th, When Everything In The Store Is 20% OFF, Excluding Sale Items. Let’s Save Money Before Christmas!

Gold Sale—Sale Includes All Yellow Or White Gold Star Pendants & Rings. This Sale Runs November 1st—27th, Don’t Delay, Order Today! **10% OFF**

Gifts For The Kids!

- CPD Uniformed Action Figure With Gear. Was \$29.95, **Now \$23.95**
 - Female Uniformed Doll. Was \$19.95, **Now \$14.95**
 - Bobble Head Bear Statue In CPD Uniform, 7 1/2” Tall, **Now \$4.95**
- Selected Tee-Shirts—Styles Include The Star Burst Design In Royal Blue Or White, The Green Two-Tone Long Sleeve Girls Star Tee-Shirt & The Two-Tone Orange-To-White Sparkle Star, **Only \$4.95 Each**
- Chicago PD, Full Zip Fleece Hoodie, Royal Blue With Black Stars All Over. Was \$39.95, **Now \$24.71**

Gifts For The Babies!

- Baby 1st Sets Include Blanket, Bib & Onesie, In Blue, Pink & White, **Now \$23.95**

Gifts For The Bar!

- Police Shot Glass Holder. This Is A “Must Have” For Your Bar. **25% OFF, Now \$12.71**
- CPD & FOP Logo Frosted Pint Glasses & Double Old Fashion Glasses In 4-Packs. These Flew Off The Shelves Last Year! **\$11.95 For The Old Fashion Glasses & \$13.49 For The Pint Glasses.** Cheers!

Gifts For The Home!

- Police Ice-Cube Ornaments & Statues, **50% OFF**, Brings The Sale Price To \$2.99
- Select Road Champs Squad Cars, 1/43 Scale, State & City, **Sale Price \$2.50!**

Adult Clothing Sale!

- Over 35% OFF Our Comfortable & Warm Thermal 3-Button Henley With CPD Star. Assorted Colors. Sizes Medium—2XL. Was \$16.95. **Now \$10.95**
 - Ladies Fleece, Full Zip Shirt With Script Chicago PD Design. **50% OFF**
 - Ladies Full Zip Hoodie Sweatshirt With CPD Star In Navy Or Gray. Was \$19.95, **Now \$14.96**
 - Green Crewneck Fleece With CPD Star In Shamrock Logo. Medium—XL **Now \$14.96 for M-XL & \$15.71 for 2XL.** Makes A GREEN Holiday Gift!
- Fop #7 Pocket Tee-Shirt, All Sizes, **40% OFF**, Sale Prices Range From \$7.77—\$8.37!

Boston Pie Plate CPD Star With Your Star Number & Wood Display Stand. Was \$74.95, **Now \$59.95**
 Please Order Early, As This Takes 5 Days To Come In Stock.

FREE Holiday Raffle Drawings For Thanksgiving & Christmas. FREE Ticket With Any Purchase. Many Great Prizes. Winners Need Not Be Present To Win!

Have A Happy & Safe Holiday Season!



Official Publication of Chicago Lodge No. 7
 1412 W. Washington Blvd. 60607-1821
 Phone: 312-733-7776
 FAX: 312-733-1367 Hotline: 312-733-2101
www.chicagofop.org

FIRST CLASS

Presorted First Class
 US Postage
 PAID
 Permit #112
 Carol Stream IL

**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 and please contact the Lodge and make any necessary Name or Address changes now.

**FINAL NOTICE: Annual Payers (Retirees, Sgts, etc.)
 2011 Dues Payments Must Be Received Before November 15, 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—Any Rank—Annual Dues

\$60 Active Sgts. & Above & 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 ____ / ____