

March

2012

# F.O.P. NEWS

Official Publication of Chicago Lodge No. 7



FOP, Chicago Lodge 7  
1412 W. Washington Blvd.

Newsletter Committee:  
Bill Burns, Chairman  
Dan O'Brien  
Glen Popiela  
John Lipka  
Russell Schultz

*“Ladies and gentlemen, it is not the working police contributing to unnecessary medical roll use and a pension crisis, it is our employer.”*

*There is no article from 2nd Vice President, Frank DiMaria this month, as he was on vacation.*

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## President's Report, By Michael Shields



### Medical Roll – Who Is Abusing It?

Since elected, Mayor Emanuel has taken aim directly at our medical leave policy. Articles have appeared in his newspaper of choice casting our Department as a bunch of lazy, medical-roll abusers. The Lodge has worked hard to counter that perception in the media and public. Our medical-roll use is actually quite exceptional, in a good way. Half of our membership does not even use one sick day per year. Not many employers, public or private, can say that.

However, I am very concerned that the Department recently has ceded control of the Medical Services Section to the Human Resources Division, led by Director Tracey Ladner. First, the definition of limited duty was changed. Last December, the Lodge was told by Director Ladner and her cohorts that limited duty criteria was only changing for those officers who were NOT injured in the line of duty. In other words, officers that needed a limited duty position because of an IOD would be subject to the same requirements that had been in place for decades. Unfortunately, the Lodge was lied to.

The Department has made it clear, over the course of the last two months, that limited duty eligibility requirements would be the same for IOD or non-IOD injuries or conditions. Of course, the Lodge immediately filed a class action grievance and we are doing our best to get an arbitration date from the City in the very near future. We would arbitrate the case tomorrow, but unfortunately, the City's Law Department has a "manpower" problem. Imagine that!

There are a couple more reasons that I am so concerned about the new limited duty criteria. First, Director Ladner has seen fit to appoint herself the ultimate arbiter of who receives a limited duty assignment and who does not. Ladner has no compunction about overruling the doctor or the chief administrator assigned to the Medical Services Section. Ladner is forcing officers onto the medical roll that the doctor and the MSS believe are eligible for a limited duty position. If Mayor Emanuel thinks he is going to bargain our medical roll time during contract negotiations, he had better think twice. His Human Resources Director is directly contributing to medical roll abuse. Director Ladner is solely responsible for numerous officers sitting home and getting paid for doing nothing.

Finally, I am a trustee on your pension fund. If every officer has to be able to *occasionally* run, climb, squat, punch, kick, forcibly arrest and otherwise perform all of the duties of a full, active duty police officer in order to get a limited duty assignment, I fear that the pension fund will be forced to place a large number of capable workers onto the rolls of the disabled. These new eligibility requirements were put in place by the Department without anyone from the Department notifying, or even contacting, the pension fund. The Department's recklessness will stress the fund at a time when hiring is non-existent and the City is downsizing our Department. Ladies and gentlemen, it is not the working police contributing to unnecessary medical roll use and a pension crisis, it is our employer.

### Thomas Needham

The Lodge has recently received several phone calls about attorney Thomas Needham. Some of you may know Mr. Needham as a former Cook County State's Attorney, former assistant to Mayor Daley, or perhaps as counsel to former Police Superintendent Terry Hillard. After leaving the Chicago Police Department, Needham entered private practice. Bill Nolan was

*(Continued on page 2)*



## President's Report Continued...

the President of the FOP at that time and he welcomed Tom Needham into the stable of attorneys that FOP would use for its members in Police Board cases. Needham was an effective advocate for accused police officers. He continued accepting business from the Lodge until recently.

In the past year or so, Tom Needham has begun to represent plaintiffs in federal court in Chicago, bringing cases against Chicago Police Officers for civil rights violations, seeking punitive damages. He brought these cases while still accepting work from the Lodge to defend our officers at the Police Board and in court. Let me tell you about one of them.

In *Scott v. City of Chicago, et al.*, a civil complaint was filed in federal court on April 14, 2011. The plaintiff, Nakesha Scott, complains that three Chicago Police Officers wrongly arrested her, performed an unlawful search, and deprived Ms. Scott of her Constitutional rights. Ms. Scott also claims that her shirt was pulled above her breasts while she was searched and that one of the three police officers broke her wrist after Ms. Scott complained about her treatment and that her handcuffs were too tight. The complaint seeks punitive damages from each of the three named Chicago Police Officers. The complaint itself was not initially filed by Tom Needham; it was filed by Torrey Hamilton of the Hamilton

Law Office that shares the same office address and suite as Tom Needham. On May 27, 2011, about six weeks after the filing of the complaint, Tom Needham electronically filed his federal court appearance form alongside Ms. Hamilton as an attorney representing the plaintiff, Nakesha Scott (Needham also defended Ms. Scott in criminal court). That means that the civil Complaint received by the three Chicago officers did not have Needham's name on it, only Hamilton's. I wonder if the three Chicago Police Officers that are defendants even know that Tom Needham represents the plaintiff that is suing them.

Of course, Mr. Needham did not tell me or anyone at the FOP that he was suing Chicago Police Officers for excessive force and seeking punitive damages from those officers, while at the same time defending other police officers and getting paid by the FOP. Had Needham told me that he was going to become a plaintiff's civil rights lawyer and sue our members, I would have terminated our relationship immediately. Needless to say, you can be assured that attorney Thomas Needham will never again receive legal work from the Lodge, so long as I am President.

### Your March 20th Vote Counts

Many Chicago Police Officers have become disenfranchised with the political process. Some members feel that their

votes do not count. This year's election is somewhat different. Political experts in Chicago have forecasted an extremely low voter turnout. One such expert stated that the turnout on March 20<sup>th</sup> may be the lowest voter turnout since 1942. Several elections will be decided by a handful of votes. Races could be won by 20-30 votes. Think about all of the Chicago Police Officers that we know that do not show up at the polls. It is up to every one of us to challenge fellow members to vote.

I also encourage all Lodge members to think like a labor organization member when casting your vote. The FOP's battleground with the City is in Springfield. This election is of greater significance to the Lodge and its members, than the General Assembly. State Representatives and Senators determine the Illinois Pension Code. Think about candidates' positions on our pension funds and our right to collectively bargain. The FOP's 15 member Political Action Committee took their time and carefully endorsed the candidates most likely to effectively favor the FOP's positions. A full list of these candidates may be found within 3<sup>rd</sup> Vice President Daniel Gorman's report. Members that bear any influence on family members' or friends' voting decisions, please convince them to take into consideration our endorsed candidates.

## 1st Vice President's Report, By Bill Dougherty



### Limited Duty Update

There has not been an arbitration date set for the Class Action Grievance regarding limited duty as of the time that my article was due. We have many

individual grievances filed regarding officers that were injured on duty and their treating physicians have released the officer to return in a limited duty capacity, but the Human Resource Director has refused to return these officers to work. The Lodge has had a meeting with the Department and many of these officers have been returned to work. I want to

personally thank the Superintendent and his Chief of Staff for stepping in and doing what should have been done by the Human Resource Director. Most of the officers are back to work and the Lodge is continuing to monitor Director Ladner and we are considering filing a lawsuit regarding her actions.

### Encompass/Precertification for Medical Scans

The Lodge won the **precertification grievance** in 2011. If you recall, in October 2009 the City started forcing members in the PPO Plan to have certain

medical scans pre-certified. After winning this grievance, the City contacted us in December last year regarding the wording on the back of the medical cards for 2012. The City wanted to change the back of the cards telling our members that they had to call Telligon (formerly Encompass) to see if the scan they were getting was medically necessary. The Lodge felt that this was another way of going around the arbitrator's award. Arbitrator Benn in that award said that the City must "unscramble the egg," because the City must bargain with the Lodge regarding any changes to the collective

*(Continued on page 3)*



## First Vice President's Report Continued.

bargaining agreement for medical, dental and prescription drug benefits. He ruled that the changes violated our collective bargaining agreement. Unfortunately, the City didn't think that this applied to the medical cards that each of us has and we had to go back to Arbitrator Benn for a ruling. Benn ruled that the City must restore the status quo as required by his prior ruling and that the medical cards shall read as they did prior to October 1, 2009. New cards will be coming out with the old language on them. The City was ordered to pay the arbitrator's fees. Again, what a waste of taxpayer money.

### Update on Appendix N Grievance

Last month I wrote about how the Medical Section's Deputy Director has de-

cidated that officers can no longer have a selection of physicians from the Workman's Choice List when they file for recurrence of an injury on duty. She is personally choosing three physicians off of the list that she has handpicked and officers must choose one of those three. This was the same type of steering that was going on in the Medical Services Section in the past that a supervisor was fired over. The Arbitration date is set for May 10, 2012 in front of Arbitrator Goldstein. The Lodge is looking forward to having the Medical Section's Physician testify. If any officer that is injured on duty seeks treatment and is not able to pick from the entire Workmen's Choice List, he/she should contact the Lodge to file a grievance.

### Honor Flight Chicago-Charity Hockey Game

On Saturday, March 10, 2012 at 7:00pm the FOP Stars Hockey Team will be playing against the Chicago FBI at The Edge Ice Arena in Bensenville (735 East Jefferson St). All proceeds will benefit Honor Flight Chicago. Honor Flight Chicago has one goal, to honor America's WWII veterans with a flight to Washington DC to see their memorial. This is a great cause and will be a great family event as Jim Cornelison, Tommy hawk and the Ice Crew will be present. Tickets are available at FOP and by going to [www.honorflightchicago.org](http://www.honorflightchicago.org). For more information call (630) 566-0270 or the Lodge.



A new fundraiser has been announced for the 100 Club of Chicago! The Monster Truck Nationals will be taking place on Friday, March 9 at 7:30pm at the Sears Center in Hoffman Estates, and the 100 Club will receive \$5 for each ticket sold!

Everyone purchasing a ticket to a performance is invited to come two hours before that performance for the Free Pit Party and Driver Autograph Session. The monster truck drivers will meet the fans, pose for photos and show off their incredible machines up-close.

Adult tickets are \$22, children 12 and under are \$17. Again, for every ticket sold, \$5 will go to the 100 Club of Chicago!

To purchase your tickets, contact Brad Cranston at 1-847-649-2368, or email [brad.cranston@searscentre.com](mailto:brad.cranston@searscentre.com). To purchase your tickets online, please visit [www.searscentre.com](http://www.searscentre.com). Under group sales, please enter promo code **100Club**



### September 2011 Retirees

Name	Rank	Dist.	Yrs
Brady, Robert E.	Officer	024	29
Budz, Thomas E.	Detective	620	38
Casselle, Brett C.	Officer	005	25
Churma, Andrew B.	Officer	005	29
Elmer, Richard A.	Commander	021	38
Gillott, David A.	Officer	012	26
Gilmer, Gregory J.	Officer	002	29
Govea, Michael V.	Officer	016	29
Honesty, Ulysses C.	Officer	022	21
Lau, Gerald H.	Officer	022	29
Margelewski, Gregory P.	Officer	018	25
Mendoza, Marla T.	ET	377	25
Mladic, Robert M.	ET	377	29
O'Donnell, Patricia A.	Officer	014	26
Rubin, Richard A.	Detective	640	29
Sisler, Socorro	Officer	608	29
Smith, Linda	Officer	276	24
Sobczak, Donald J.	Sergeant	172	38
Szelag, Dianne L.	Officer	019	25
Wallington, Jr., Willie A.	Officer	006	25
Westley, Marvin R.	Officer	021	20
Wright, Paulette M.	Detective	610	25
Zaja, Eugene C.	Officer	010	29

### October 2011 Retirees

Canterbury, Dennis A.	Officer	001	34
Caver-Elder, Pamela K.	Officer	006	25
Conway, Catherine A.	Officer	014	29
Del Rio, Josephine V.	Officer	126	20
Dwyer, Robert E.	Detective	622	40
Ekerman, Gloria	Detective	630	25
Ellerson, Brenda F.	Officer	007	26
Glynn, James M.	Sergeant	145	29
<b>Hanley, Anna K.</b>	<b>Officer</b>	<b>020</b>	<b>25</b>
Little, Michael C.	Officer	006	25
McCullough, Marianne	Officer	008	25
Simkus, Sharon K.	Officer	145	24
Snyder, Frederick M.	Officer	016	23
Washington, Aaron G.	Officer	171	29
Zaborowski, Frank J.	Officer	701	25



## 3rd Vice President's Report, by Daniel D. Gorman



### Justice Served for Officer Nate Taylor

It took a Cook County Jury less than two hours to convict Lamar Cooper of the murder of Officer Nate Taylor. The Jury Trial began Jan 23rd, 2012, with testimony lasting 3 days. Thank you to all of the members who showed their support throughout the trial. Lodge #7 sends thanks and gratitude to Assistant State's Attorneys Jim McKay, Brian Sexton and Pat Kelly for their hard work prosecuting the case. A special thanks goes to Judge Nick Ford for running a fair trial.

### Upcoming Court Cases

Please mark your calendars, appear and show support for our fallen brothers and their families. Send a message to the court with a strong police presence.

Kevin Walker and Christopher Harris both charged in the murder of Officer Alex Valadez  
 March 1<sup>st</sup>, 2012  
 Room 207, 26/Cal, Judge Alonso

Timothy Herring Jr.—charged in the murder of ET Mike Flisk  
 March 6<sup>th</sup>, 2012  
 Room 404, 26/Cal, Judge Brosnahan

### IROCC/Future Outdoor Range Plans

Currently, retired members are forced to travel great distances to complete their annual conceal-carry qualifications, and members of the Department are required to travel to Great Lakes or to Marseilles, IL to conduct certain training. With gas prices approaching five bucks a gallon, wear and tear on vehicles, and environmental groups concerned about emissions, it only makes sense to have a shooting range closer to home.

A parcel of property owned by the Metropolitan Water Reclamation District, located at 2025 E. 134th Street, went to a vote to enter a 39 year lease with the City of Chicago for only \$10. The property would be used as a 40-person outdoor shooting range and training facility for law enforcement use and retired law enforcement qualifications. The vote was close but it was approved, 5-4. (Yay votes: Commissioner Alvarez, Commissioner Meany, Commissioner Santos,

Commissioner McGowan and Commissioner O'Brien). (Nay votes: Commissioner Avila, Commissioner Horton, Commissioner Shore and Commissioner Spyropoulos).

The property is surrounded by marshes, factories and landfills. Environmental groups oppose the plans, concerned about wildlife, such as dragonflies and bird migrations. Illinois Department of Natural Resources reported that the land is compatible with the plans to build the facility and no letter of opposition was submitted by the IDNR. Decades and hundreds of thousands of Illinois dollars have been spent trying to improve sites on the southeast side. How much more time and money is going to be spent if this project doesn't happen for us? A January 5th, 2012, Chicago Tribune article covering this topic states the project would be funded with seized drug proceeds.

It now has to go to the City Council and three public hearings before it gets final approval.

### "I vow not to take a pension...."

Last month, rather than quote specific answers/responses given by candidates running for office who did not receive the FOP endorsement, I decided to write about the Endorsement Process. Since then, the Lodge has received a few calls from members asking why the FOP did not endorse a fellow police officer. These callers have been directed to my February Newsletter article, and were asked to call back if there were further questions. To date, we have not received any returned calls.

Recently, a certain Lodge member who is supporting another one of our members running for State Representative, has been using social internet media to slam this organization and incite other members to respond with comments on the internet. This member, a Lieutenant of Police, joined FOP as a cash paying member during his own quest to seek political office. The FOP supported him in his unsuccessful run for alderman. In return, he thanked us by bashing this organization on the internet. Given his current internet activity, it is highly doubtful that the FOP Board of Directors will ever use membership dues to support him in any future campaigns.

In addition to my February article, "The Endorsement Process", the Political Action Committee did not recommend to the Board anyone who had answered interview questions with:

**Answer**—"I don't know who my State Senator is. I'm just starting in politics, I'm not into politics."

**Answer**—"It was a last minute decision to run."

**Answer**—"I vow not to take a pension if elected to State Rep."

**Answer**—"It is a public service, there should not be pensions for public service".

**Answer**—"I don't know any legislators, but if I'm in Springfield, I will be able to go up to them."

**Committee question**—"What other endorsements have you sought?"

**Answer**—"FOP is the first, I'm going for CFD and CTU"

**Committee question**—"How about CFL?"

**Answer**—"I did not go to CFL."

**Answer**—"This is my first time running, I hope FOP can help me out."

Well, the FOP **did** help out! The PAC gave hints as to who the candidate's State Senator is. The PAC gave hints as to other endorsements that should be sought and explained what and who the CFL is. (The Chicago Federation of Labor, overseeing 320 unions and over 500,000 members.)

When a candidate is clearly uncomfortable sitting in front of the Political Action Committee, made up of fellow FOP members, the Committee has to consider how that candidate is going to act in front of the General Assembly. Are they going to work or are they going to hide and leave it up to others to use social media to criticize? That may justify vowing not taking a state pension. Like endorsements, pensions should be deserved.

Oh, and by the way, the fifteen-member Political Action Committee voted **unanimously** not to recommend the endorsement of this Lieutenant's hand delivered candidate.

Good luck to all of the Police Officers, endorsed or not, who are running in the March 20th Primary election.



**Chicago Fraternal Order of Police Lodge #7**  
**Endorsements for the Primary Election on March 20<sup>th</sup>, 2012**  
 (\* - denotes Police officer or direct relation to a Police officer)

**JUDICIAL**

Maureen Delehanty	3 <sup>rd</sup> Subcircuit, McGann vacancy	*Kevin Cunningham	Countywide, Kinnaird vacancy
*Thomas Carroll	3 <sup>rd</sup> Subcircuit, McSweeney vacancy	Russell Hartigan	Countywide, Moran vacancy
Terry Gallagher	4 <sup>th</sup> Subcircuit, Riley vacancy	Cynthia Ramirez	Countywide, O'Brien vacancy
Karin Swanson	4 <sup>th</sup> Subcircuit, Vacancy A	Kevin Horan	Countywide, Fossard vacancy
Gregory Ahern	6 <sup>th</sup> Subcircuit, Delgado vacancy	Lorna Propes	Countywide, Pucinski vacancy
Celia Gamrath	8 <sup>th</sup> Subcircuit, Chiola vacancy	Jessica O'Brien	Countywide, Simmons vacancy
James Kaplan	8 <sup>th</sup> Subcircuit, Cole vacancy	*Steve Demitro	Countywide, Stewart vacancy
Laura Liu	8 <sup>th</sup> Subcircuit, Vacancy A	Michael Mullen	Countywide, Stralka vacancy
Nick Geanopoulos	8 <sup>th</sup> Subcircuit, Roy vacancy	Peter Vilkelis	Countywide, Ward vacancy
Michael Bender	9 <sup>th</sup> Subcircuit, Bender vacancy		
Larry Axelrod	9 <sup>th</sup> Subcircuit, Epstein vacancy	James McGing	IL Appellate, Cahill vacancy
Thomas Allen	10 <sup>th</sup> Subcircuit, Locallo vacancy	*Marguerite Quinn	IL Appellate, Gallagher vacancy
Michael Clancy	11 <sup>th</sup> Subcircuit, O'Brien vacancy	Patrick Sherlock	IL Appellate, Gallagher vacancy
Lisa Marino	11 <sup>th</sup> Subcircuit, Urso vacancy	Jesse Reyes	IL Appellate, O'Brien vacancy
Stanley Hill	Countywide, Conlon vacancy	Mary Jane Theis	IL Supreme Court

**LEGISLATIVE**

*Antonio Munoz	Senate, 1 <sup>st</sup> District	Lou Lang	State Rep, 16 <sup>th</sup> District
Daniel Biss	Senate, 9 <sup>th</sup> District	Bob Martwick	State Rep, 19 <sup>th</sup> District
John Mulroe	Senate, 10 <sup>th</sup> District	Mike McAuliffe	State Rep, 20 <sup>th</sup> District
Emil Jones, III	Senate, 14 <sup>th</sup> District	Al Cacciottolo	State Rep, 21 <sup>st</sup> District
Bill Cunningham	Senate, 18 <sup>th</sup> District	Mike Madigan	State Rep, 22 <sup>nd</sup> District
*Iris Martinez	Senate, 20 <sup>th</sup> District	Marlow Colvin	State Rep, 33 <sup>rd</sup> District
Dan Kotowski	Senate, 28 <sup>th</sup> District	*Sandra Wortham "Rec"	State Rep, 34 <sup>th</sup> District
Dan Burke	State Rep, 1 <sup>st</sup> District	*Richard Wooten "Rec"	State Rep, 34 <sup>th</sup> District
*Edward Acevedo	State Rep, 2 <sup>nd</sup> District	Elgie Sims "Rec"	State Rep, 34 <sup>th</sup> District
Luis Arroyo	State Rep, 3 <sup>rd</sup> District	Fran Hurley	State Rep, 35 <sup>th</sup> District
Ken Dunkin	State Rep, 5 <sup>th</sup> District	Kelly Burke	State Rep, 36 <sup>th</sup> District
Ann Williams	State Rep, 11 <sup>th</sup> District	Maria "Toni" Berrios	State Rep, 39 <sup>th</sup> District
Sara Feigneholtz	State Rep, 12 <sup>th</sup> District	Debra Mell	State Rep, 40 <sup>th</sup> District
Greg Harris	State Rep, 13 <sup>th</sup> District	Angelo 'Skip' Saviano	State Rep, 77 <sup>th</sup> District
Kelly Cassidy	State Rep, 14 <sup>th</sup> District	Camille Lilly	State Rep, 78 <sup>th</sup> District
John D'Amico	State Rep, 15 <sup>th</sup> District		



**OTHER OFFICE**

Dorothy Brown	Clerk of the Court
Sean Morrison	Commissioner, Bd of Review, 1 <sup>st</sup> Dist
Michael Cabonargi	Commissioner, Bd of Review, 2 <sup>nd</sup> Dist
Larry Rodgers Jr.	Commissioner, Bd of Review, 3 <sup>rd</sup> Dist
*Frederick Collins	1 <sup>st</sup> Congressional District
Anita Alvarez	Cook County State's Attorney



## Financial Secretary's Report, *By Rich Aguilar*



### Grievance FAQs

The majority of our members, in all likelihood, will never have a reason to file a grievance. When the time does come, many members are unsure of the process and exactly what needs to be done. Here is a brief explanation of the process and what members can expect.

**Q. Is there only one kind of a grievance?**

A. No. There are standard and medical grievances. Standard grievances cover discipline and contractual issues while medical grievances cover IOD, non-payment of medical bills, etc.

**Q. Should I file a grievance immediately, or should I attempt to resolve the issue myself?**

A. Members should always attempt to resolve an issue prior to filing a grievance. You may consult with your Watch or Unit Rep or contact the Lodge when attempting a resolution.

**Q. Is there a time restriction for filing a grievance?**

A. Yes, you have seven (7) working days to file a standard grievance and ten (10) working days to file a medical grievance. You have a maximum limit of 35 days to file if you are not working.

**Q. How do I file a grievance?**

A. If you are filing a standard grievance, you get a grievance form and grievance

number in your Unit of Assignment. If you are filing a medical grievance, you have to contact the Lodge, as all medical grievances are filed at the Lodge. The top portion of the form is self explanatory. You should contact the Lodge for the proper wording that will be placed in the body of the form. You should make a copy of the completed form and fax a copy to the Lodge. The completed form is given to any supervisor who will forward the form through the appropriate channels.

**Q. What happens after I file my standard grievance?**

A. Your grievance form is forwarded through channels. Normally, it takes three to four weeks for your form to arrive at the Lodge. A letter will be sent to you informing you that the grievance has been received by the Lodge. Your grievance will be reviewed by the Lodge attorneys and forwarded to the Grievance Committee where a determination will be made as to whether the grievance will be forwarded to arbitration or withdrawn.

**Q. What happens after I file my medical grievance?**

A. Medical grievances are treated a bit differently than standard grievances. Medical grievances go to a monthly medical mediation session where the Lodge and the Department attempt to resolve the grievance issue. Any grievance that cannot be resolved is forwarded to the Grievance Committee for a recommendation on how to proceed.

**Q. What do I need to do if my grievance is forwarded to arbitration?**

A. There isn't anything that you need to do at this point. Arbitration dates are currently being set approximately sixteen months after the Lodge makes an arbitration demand. You will be notified when a hearing date is set. A Lodge attorney will contact you prior to your hearing date to prepare you for your hearing.

**Q. Is there a more expeditious option?**

A. Yes, sometimes. The Lodge and MLAS have entered into an agreement where certain grievances are presented at an expedited process. Some, but not all, of the factors that are taken into consid-

eration are the number of witnesses, anticipated length of testimony, and length of suspension. Under this scenario the Grievant Officer gets to present his case directly to the arbitrator much like a "normal" arbitration. The Lodge is able to resolve several grievances on one hearing date.

**Q. What are my options if the Grievance Committee decides to withdraw my grievance?**

A. The Grievant Officer will be afforded an opportunity to appear at the Grievance Committee in person to appeal the Committee's decision. The Committee may reverse itself and forward the grievance to arbitration or may reaffirm its decision to withdraw the grievance. The Grievant Officer will also be afforded an opportunity to appear at a Lodge Board of Directors meeting to appeal the Grievance Committee's decision to withdraw at appeal. The Board may reverse the Grievance Committee's decision or affirm the decision to withdraw. The Board's decision is final.

**Q. Are attempts ever made to resolve an issue once a grievance is filed?**

A. Yes. The Lodge and the Management and Labor Affairs Section are in contact on a daily basis to attempt to resolve many grievances. The Grievant Officer will always be made aware of any offer made by MLAS and advised whether it is in his/her best interest to accept the offer. The Lodge always has the right to accept any offer on an Officer's behalf if the Lodge believes that the offer is the best resolution attainable.

I know that every Officer who files a grievance believes he has been wronged. The Grievance Committee, which is comprised of fifteen Officers from various units within the Department, takes its job very seriously. I can assure you that the Committee makes every effort to go forward with all grievances that have merit, but the Committee will not advance a grievance forward to arbitration simply to appease an Officer.

### Golfers Wanted

The Chicago Police Golf League is looking for golfers to join for the 2012 season.

Dues for 2012 are \$80, with payment due prior to April 6, 2012. To be eligible for the draft, your dues must be paid before the day of the draft.

League play begins on Monday, April 16, 2012

Active or Retired CPD members interested should contact Bob Baikie at 773-758-1935 or visit the website at [cpdgolfleague@gmail.com](mailto:cpdgolfleague@gmail.com).





### Chief O'Neill's Cup

**Chicago Police Soccer vs. Philadelphia Police Soccer  
Charity Soccer Match**

Friday, March 16, 2012 at 1800 hours.

Brother Rice High School, 99th & Pulaski, Chicago, Illinois

\$5.00 Donation, Kids Age 14 & Under are FREE

For more information please visit [www.epdsoccer.com](http://www.epdsoccer.com)

Proceeds will benefit The Brotherhood of the Fallen & the Chicago Police Memorial Foundation.

### The Family Auxiliary will host its Annual Lunch With The Easter Bunny

Saturday, March 24, 2012, Noon—3:00 pm

FOP Hall  
1412 W. Washington Blvd., Chicago, Illinois

Tickets cost \$5.00 each and everyone attending must have a ticket.

For more info or to purchase tickets, please call  
Angie Haynes at  
773-334-5718



### Annual Pre-ACT Exam Offered At The F.O.P. Hall

The best preparation for the ACT Exam is a solid academic high school curriculum. However, in our competitive academic environment, students must also have test "SMARTS." Statistics have shown that the students who have had preparation in testing strategies, practice testing, test format and test instructions, substantially outperform others. The COLLEGE VISIONS STRICTLY STRATEGIES workshop that will be offered at the F.O.P. Hall focuses on these important test strategies and techniques.

By mandate of the State of Illinois Department of Education, all public and private high school juniors will be required to sit for the ACT Exam this April. By attend-

ing this workshop and taking a practice ACT Exam, your child will have a week or two to become more prepared in certain areas where they may not have tested as well as they would have liked, prior to the ACT being offered at their particular school. In an effort to prepare **the children of "F.O.P., LODGE #7" members** for this very important exam, the F.O.P. has invited COLLEGE VISIONS to conduct their workshop for the daughters and sons of F.O.P. members. This workshop will be offered on Sunday, March 25, 2012 from 1300 - 1600 hours and will be held at the F.O.P. Hall, 1412 W. Washington Blvd. This program usually costs \$50.00 or more. The cost for the children of the F.O.P. will only be \$25.00 per

child.

The presenters of this program are knowledgeable and experienced educators. They have prepared thousands of students in the Chicago area to be "test smart." The Lodge encourages you to involve your child in this program. If your child only picks up one or two items that assist him/her in taking the ACT Exam, it is to his/her advantage.

There is limited space available at the F.O.P. Hall, so please complete the application and send it, along with a check or money order for \$25 made payable to College Visions, by Friday, March 16, 2012.

### College Visions, ACT WORKSHOP, Strictly Strategies

**Session Time:**  
Sunday, March 25, 2012  
1300 - 1600 hours

**Location:**  
Fraternal Order of Police, Lodge No. 7  
1412 W. Washington Blvd., Chicago, IL 60607

**Registration Fee:**  
\$25.00

**Please return this registration form and your fee (cash or check payable to College Visions) to  
Kathy Moore at F.O.P. Lodge No. 7, by Friday, March 16, 2012**

Student Name: \_\_\_\_\_

Member's Name: \_\_\_\_\_ Star #: \_\_\_\_\_ Unit: \_\_\_\_\_

Address: \_\_\_\_\_ /City \_\_\_\_\_ /State \_\_\_\_\_ /ZIP \_\_\_\_\_

Phone: \_\_\_\_\_ /Year In School: \_\_\_\_\_ /Cash: \_\_\_\_\_ /Check: \_\_\_\_\_



## Focus Group Recruitment Announcement

Volunteers are being sought to participate in a research study being conducted by faculty members in the Department of Criminal Justice and Criminology at Loyola University Chicago in cooperation with the Chicago Fraternal Order of Police (FOP). The purpose of this study is to obtain the views of police officers and detectives about policing in Chicago. We are interested in learning your experiences and the impact of criminal justice policies on your day-to-day work routine.

The research will begin with the convening of focus groups, which are group interviews of approximately six persons in each group. The groups, four of which will consist of patrol officers and one which will consist of detectives, will meet

for approximately two hours. During the discussion, participants will be asked questions about how criminal justice policies and those of the Chicago Police Department affect their day-to-day experience on the job. Participants' responses will be used to construct an online survey to the FOP membership about the same subject.

If you agree to participate in one of the focus groups, the information that you provide will be kept strictly confidential. The fact that you participated in the study and the responses you gave will not be shared with any person in your agency or with any other agency. Even if you decide to participate, you will be free not to answer any question, or to withdraw from

participation at any time without penalty.

If you would be willing to participate in one of the focus groups, please contact Kelly Clark, 312-733-7776. You will be asked to identify yourself only for purposes of contacting you for focus group scheduling purposes. You will also be asked to provide some information, such as whether you are a patrol officer or detective, your gender, the length of your service in CPD, your age, and your race, so that the focus groups fairly represent the diversity of the CPD population. If you are accepted for a focus group, you will be contacted by an FOP representative who will schedule your participation.

## Lent, By Father Dan Brandt, CPD Chaplain

Talking with some friends while making the rounds on Ash Wednesday, the question came up: "So, what are you 'giving up' for Lent?" One of the guys in our circle answered, "Chocolate." Another, "Beer."

These examples of "Sacrifice" reminded me of my attempt several years ago to give up coffee. Coffee is among my very best of friends. That particular Lenten sacrifice lasted about a week...and it was *perhaps the most miserable week of my life!*

WHY, then, do we "give up" stuff if doing so makes us (and those around us) miserable? Sure, sacrificing allows us to better relate to those who are less fortunate. Our 40-day journey mirrors that of Christ himself. That in mind, I re-aligned my Lenten priorities some years ago and decided: RATHER THAN "GIVING SOMETHING UP," ... WHY NOT DO SOMETHING SPECIAL??!?

After all, the Lenten discipline is three-fold: it involves not only sacrifice (FASTING), but also ALMSGIVING and INCREASED PRAYER.

So... my challenge to you, Judeo-Christian or not: if you haven't yet made (or if you haven't been able to KEEP) a

Lenten discipline, why not try this--as Lent has just started on February 22, 2012.

1: Give to a charity that you find worthy of your generosity. Of course, the Police Chaplains Ministry is happy to be beneficiary of your goodness. Visit [www.ChicagoPCM.org](http://www.ChicagoPCM.org) to donate. You also know of plenty of *other* worthy causes—and I hope you'll take this opportunity to support them.

2: Exercise extra discipline when it comes to your behavior and attitude at home or on the street. Go out of your way to treat your loved ones and those you encounter at work, at the store, or elsewhere, as if they are Christ Himself.

3: Get to church/synagogue/mosque/*whatever*, especially if that's *not* part of your regular routine. Know that you are always welcome there. While communal prayer is fruitful, pray also at home (with your family—at meal and bed time), or before lunch with your partner, or on your way to/from work, or ANYWHERE. (There's NO wrong place or way to pray!)

Please pray also for our troops' well being in two months at the G8/NATO Summit. **Chaplain Joe Jackson is organizing a prayer team for this very necessary**

**cause.** If you'd like to commit to this effort, please contact Chaplain Jackson at 312/771-6684 or [joseph.jackson@chicagopolice.org](mailto:joseph.jackson@chicagopolice.org).

Finally... you are always welcome to pray with us at the **Police Mass** at Mercy Home (1140 W. Jackson Blvd), celebrated the second and fourth Sundays of each month at 11:00 a.m. (Please note that on Easter Sunday, Mass will be celebrated at 10:00 a.m.) For the sake of on-duty worshippers, Mass is over in less than a half hour. Coffee and rolls are served after Mass for those who care to stay. While this is a Catholic Mass, ALL are welcome! Bring your family.

May the rest of your Lenten journey be blessed and spiritually fruitful!

Fr. Dan Brandt, Chaplain  
312/738-7588  
[dan.brandt@chicagopolice.org](mailto:dan.brandt@chicagopolice.org)  
[www.chicagopcm.org](http://www.chicagopcm.org)

### General Meeting Notice

The next FOP, Lodge 7 General Meeting will be held on Tuesday, March 20, 2012 at Noon.

Please remember to sign in when you arrive!



## From The Desk Of Jim McCarthy, Field Representative



### Arbitration

On February 2, 2012 the Lodge and the City had a second day of arbitration hearings involving the length of disciplinary investigations. The Lodge produced several members to testify before the arbitrator who have been stripped of their police powers over a period of several years. I would personally like to thank all of those members who took the time out of their busy schedules to tell their story before the arbitrator. Because of their testimony, a neutral party will review a Department procedure that clearly needs to be overhauled. One would think it would be in the interest of the Department, to conduct expedited investigations of stripped members when our manpower has been stretched to its limit. As I have stated in the past, in my mind there is no rational explanation as to why a bar fight takes over five years to investigate or why an allegation from 2006 is sent to the Police Board over five years later.

Throughout this entire arbitration process, I have yet to hear any explanation as to why some of these investigations take several years to resolve. The City will be

putting on their witnesses at the next arbitration date, which is currently scheduled for June 18, 2012. The Lodge is looking forward to asking the City why these specific investigations take such an extraordinary amount of time.

### Chicago Police Marine Corps League

I was recently contacted by Dominick Kearns who heads the Chicago Police Marine Corps League (CPMCL). Officer Kearns and the CPMCL want to honor the veterans of the Iraq War especially those veterans who are also Chicago Police Officers. The CPMCL will march in the Memorial Day Parade on May 26, 2012. Afterwards, the CPMCL will hold a fundraiser in honor of all Iraqi War Veterans at the FOP Hall from 1100-1800hrs.

As the Lodge Field Rep. who handles military matters, it has truly been honor to help our members who have fought in the Iraq and Afghanistan conflicts. I look forward to honoring these members here at the Lodge this upcoming Memorial Day. This fundraiser will be open to everyone and the Lodge and the CPMCL encourage our membership and their families to attend.

### Law Enforcement Hockey Classic



Fundraiser For Honor Flight Chicago

Chicago Police Department vs. Chicago FBI

Saturday, March 10, 2012—1900—2200 hrs

The Edge Ice Arena  
735 E. Jefferson St., Bensenville, Illinois

Advance Ticket Price: \$10 (before 3/1)  
Door Prices: \$20 Adult & \$10 Under 12

To purchase tickets visit  
[www.honorflightchicago.org](http://www.honorflightchicago.org) and click on Law Enforcement Hockey Classic

For more information: 630-566-0270

### Departed Brothers & Sisters

- Paul Consolazio, Age 90
- William J. Connolly, Age 76
- Raymond Clark, Age 86
- Berklín N. Fowles, Age 63
- Darrell W. Shaw, Age 49
- Bill Pavichevich, Age 86
- Ralph E. Ostrowski, Age 81
- Clifton Lewis, Age 41
- Michael M. Jakob, Age 52
- James A. Gruber, Age 67
- Thomas P. Fuller, Age 72
- Donald R. Eichler, Age 58
- Harold Junior, Age 59
- Alexander F. Stinites, Age 77
- Adam J. Jodelka, Age 60
- Robert B. Tuttle, Age 78
- Edward R. Kodatt, Sr., Age 77
- Donald J. Janiak, Age 73
- Michael V. Bratta, Age 88
- Robert Zeman, Age 87
- Julius H. Stokes, Age 77
- Michael P. Flannery, Age 54
- Paul M. Petrowsky, Age 82
- Thomas S. Wozniak, Age 68
- John B. Segers, Jr., Age 63
- Miervaldis Leititis, Age 75
- John Kupczyk, Age 54
- Thomas P. Kelly, Age 70
- Raymond F. Kappel, Age 78
- Stanley M. Kargol, Age 89
- Joseph F. Zib, Jr., Age 84
- Todd S. Roney, Age 67
- John C. Pontius, Age 77
- Robert J. McSweeney, Age 78

### Registration Now Open for the 2012 Run-To-Remember!

The 2012 Run-to-Remember is planned for Saturday, May 5 at 8:00am. Held at the Gold Star Families Memorial and Park, 1420 S. Museum Campus Drive, the race benefits the Chicago Police Memorial Foundation.

The race fee is \$35.00 in advance and \$45.00 on race day. To register for this festive fundraiser or learn more about the many activities planned for children, families, team challenges, goodie bags, the Junior Jog, walking to honor the memory of a fallen hero, and much more, please visit <http://www.cpdmemorial.org/run>





## “An Act of Kindness Goes A Long Way”, *Compliments of Rabbi Moshe Wolf*

Did you ever have one of those days where you are driving along and start contemplating life? For some it is called, "a moment of reflection" and for others it is called "a moment of soul searching". And you start asking yourself, "Do I really make a difference to others by serving the public? Can one person really make a difference, with all that goes on around us?" You go to work, put in a full tour of duty, and on your way home you ask yourself, "Does anyone really care? Is it appreciated?"

The answer is, of course, you can and do make a difference. Sometimes you get a thank you right away, but sometimes you don't find out how much your kindness meant until a much later time. Please let me share with you a short-story called, "Our Class Valedictorian"

One day, when my friend Jim was a freshman in high school, he saw a kid from his class walking home from school. This kid's name was Peter. It looked like Peter was carrying all of his books in his arms. Jim thought to himself, "Why would anyone bring home all their books on a Friday when weekends are made for relaxing?" Peter looked to be one of those nerdy, loner, quiet types. Jim had quite a weekend planned (parties and a football game with his friends Saturday afternoon), so rather than asking Peter why he was lugging all his books, Jim just shrugged his shoulders and went on.

As Jim continued walking down the block, he saw a bunch of kids running toward Peter. They ran at Peter, knocking all his books out of his arms and tripping him, so that he landed in the dirt. His glasses went flying, and landed in the grass about fifteen feet from him. The kids ran away.

Jim couldn't believe his eyes. He ran over to assist Peter as he crawled around looking for his glasses, and Jim saw the tears in Peter's eyes. As Jim handed Peter his glasses, he said, "Those guys are real jerks; they really should get lives, here let me give you a hand." Peter looked at Jim and said, "Hey thanks for being here!" There was a big smile on his face. It was one of those smiles that showed real gratitude. Jim helped him pick up his books, and asked him where he lived. As it turned

out, Peter lived near Jim, so Jim asked him why he had never seen him before. Peter said he had gone to private school before now.

Jim would have never hung out with a private school kid before. They talked all the way home, and Jim carried some of Peter's books. Peter turned out to be a pretty cool kid. Jim asked him if he wanted to play a little football with his friends. He said yes. They hung out all weekend together. The more Jim got to know Peter, the more he liked him, and so did Jim's friends.

Monday morning came, and there was Peter with the huge stack of books again. Jim stopped him and said, "Boy, you are gonna really build some serious muscles with this pile of books you carry everyday!" Peter just laughed and handed Jim half the books.

Over the next four years, Peter and Jim became best friends. When they were seniors, they began to think about college. Peter decided on Georgetown, and Jim was going to Yale. Jim knew that they would always be friends, that the miles would never be a problem. Peter was going to be a doctor, and Jim was going for business on a football scholarship.

Peter was valedictorian of his class. Jim teased him all the time about being a nerd. Peter had to prepare a speech for graduation. Jim was so glad it wasn't him having to get up there and speak. Graduation day, Jim saw Peter. He looked great. He was one of those guys that really found himself during high school. Peter filled out and actually looked good in glasses. He had more dates than Jim had and all the girls loved him. Boy, sometimes Jim was jealous. Today was one of those days. Jim could see that Peter was nervous about his speech. So Jim smacked him on the back and said, "Hey, big guy, you'll be great!" Peter looked at Jim with one of those looks (the really grateful ones) and smiled. "Thanks."

As Peter started his speech, he cleared his throat and began. "Graduation is a time

to thank those who helped you make it through those tough years. Your parents, your teachers, your siblings, maybe a coach...but mostly your friends. I am here to tell all of you that being a friend to someone is the best gift you can give them. I am going to tell you a story."

Jim just looked at his friend with disbelief as he told the story of the first day they met. Peter had planned to kill himself and end his loneliness, over the weekend. He talked of how he had cleaned out his locker so his Mom wouldn't have to do it later and was carrying his stuff home. He looked hard at Jim and gave him a little smile. "Thankfully, I was saved. My friend saved me from doing the unspeakable." Jim heard the gasp go through the crowd as this handsome, popular boy told us all about his weakest moment. Jim saw Peter's Mom and Dad looking his way, tears flowing freely and smiling that same grateful smile. Not until that moment did Jim realize the depth of his simple actions of helping and lending a hand in time of need.

### Remember:

Never underestimate the power of your actions; with one small gesture you can change a person's life.

G-d puts us all in each other's lives to impact one another in some positive way. Look for G-d in others and leave them smiling by your actions of kindness.

There is no beginning or end. Yesterday is history. Tomorrow is mystery. Today is a gift. Enjoy your present! Thanks for going out every day and giving so much of yourselves to help others.

May G-d bless you and keep you safe. Remember, if your burden gets too heavy and you need a shoulder to lean on, don't hesitate to call one of your Chaplains at 312-746-8458, here for you 24/7.

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





**STORE HOURS:**

MON-THURS, 9:00 – 5:00  
FRIDAY, 9:00 – 4:00  
SATURDAY, 9:00 – 1:00

**STORE CLOSED:**

MARCH 5, 2012

**DIRECT LINE:**

312-733-2344

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**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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\* please use your personal e-mail account \*

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**Follow Us On Twitter:** @FOP7Chicago

For social media inquiries, please contact  
Saul Del Rivero at  
[sdelrivero@chicagofop.org](mailto:sdelrivero@chicagofop.org)



### 2012 Annual St. Patrick's Day Party

**Saturday, March 17, 2012**

6:00 pm—11:00 pm

**Fraternal Order of Police Hall**  
1412 W. Washington Blvd., Chicago, Illinois

**\$20 Donation**

*Includes Harrington's Corned Beef, Refreshments & Entertainment*

*(Some adult beverages require tickets that can be purchased at the front door of the party)*

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*The Katie Sullivan Band*

*To purchase tickets, call the Gift Shop at 312-733-2344.*