



THE GRIEVANCE

UNITED STATES CAPITOL POLICE
LABOR COMMITTEE
June 9, 2011

UNION LOWERS DUES

On May 18, 2011 the Executive Board met and voted to lower the union dues by 3.1%! This will reduce your bi-weekly dues to an even \$20.00 for a total of \$520 per year. This is down from \$536.64 per year. Yes we realize that this isn't a great deal of money but it's our effort to give back to the membership during a time when COLA's may not occur and times are not getting any better, this E-Board's goal is to keep membership affordable. This is also in conjunction with the fact that this Executive Board has not raised the dues in two years even though our By-laws call for it. This By-law is currently being updated as you read this. The lowering of the dues has been made possible by being fiscally responsible. This Executive Board has made some hard but sound decisions and yet our representational responsibilities have not diminished.

We have curbed our spending by eliminating all of the cell phones that were costing in excess of \$45,000 per year. Our four office phones were reduced to two, a phone and a fax line and we did away with the call waiting and caller ID on the fax line (we didn't understand why the fax line had those features anyway). Most of the phone calls we were receiving were for other businesses that weren't even related to your Labor Committee; those calls are finally slowing down. We don't buy ourselves lunches at your expense. There are no longer high priced consultants, lobbyist, lawyers or contractors who produce little or no measurable results.

Most importantly we have an Executive Board led by a Chairman who cares that the money we are spending is your money. We have a Treasurer who is actually writing the checks and balancing the checkbook. The first thing we did away with as an Executive Board is the rubber stamps with the Chairman's, Treasurer's and Secretary's signatures on them. We personally sign all of the checks and know where every dollar is going.

We do want to say thank you for your support and trust in us. You should hopefully see this reduction of the dues in your paycheck sometime in July but please be patient, we are dealing with OHR.

A Letter from the Chairman

Brothers and Sisters,

The past few months we have seen the problems encountered by organized labor. As workers in Wisconsin and Ohio are losing their right to bargain, this could ultimately impact all labor unions. These attacks on unions have allowed politicians to void negotiated contracts at an alarming rate despite agreements previously agreed upon by both parties.

The right to bargain affects more than pension and benefits, unions also protect workers from excessive discipline, workplace harassment and other unfair labor practices committed by management. This is why unionization is important for employees and unfortunately some politicians do not understand that.

Recently the Capitol Police Labor Committee supported the unionization of the Capitol/CVC tour guides which we believe was way overdue. I wish them the best as they move their union forward.

The labor movement had major a win when the right to collectively bargain was given to the 40,000 security officers of the Transportation Security Administration (TSA). These officers are routinely scrutinized in the media every time there is a change in their screening procedures. They now have solidarity and an opportunity to address their concerns and respond to the frequent media attacks. I know many of our own officers do not support our union and while that it is their right I do believe they should reconsider since there is something to be said about a collective voice. As officers we are fortunate to have bargaining power and elected Shop Stewards to protect our rights.

Mid-Term Bargaining

On May 6th, Chief Morse and I agreed to enter into Mid-Term negotiations. This will allow the Labor Committee to submit four (4) new proposals not covered under our current Collective Bargaining Agreement (CBA). In a show of good faith I have offered Chief Morse two (2) of the proposals for the department with the mutual understanding that all concerns will be addressed when we leave the negotiation table. Our Committee will again be chaired by Keith McFaden as the Unions lead negotiator. He will work with returning committee members Mike Hounshell, Bryan Mackey and Steve Washington who will be joined by new members Jodie Penny, Mark Brown and Mike Moritz. I want to thank them for their dedication.

Retirement

In the May 9th edition of The Hill newspaper an article was written about some of the difficulties our officers have faced with retirement. We are now witnessing some of the first officers to retire under the FERS system and from talking to these officers it does not look good. The article was well received by various Members of the House and Senate who we intend to have discussions with in the near future.

Our retirement could be affected even more if the "Path to Prosperity" budget bill is passed into law. This bill has already passed in the House of Representatives and is ready for discussion in the Senate. A provision in this bill would freeze all non-performance based step increases until 2015 which would alter not only your pay but future retirement earnings. In an effort to oppose this bill as others in organized labor have done, the Executive Board delivered a letter to the Honorable Majority Leader Harry Reid NA-D in an effort to explain how this

would impact the Capitol Police. While this bill is not expected to pass in the Senate as written, its unfortunate that federal employees are being targeted in this legislation.

Scholarships

The Labor Committee has carried on the tradition of the Scholarship fund for high school seniors of dues paying Members. At the conclusion of the current student process, we will be implementing a similar Scholarship program for our Membership as an incentive for continued education and supporting the Union. There will be three (3) awards given in the following increments: 1) \$500.00 2) \$300.00 3) \$200.00 more details will be forthcoming.

House Congressional Federal Credit Union

The Labor Committee recently entered into a partnership with the credit union to expand on the benefits to our membership. This agreement paid immediate dividends when the Credit Union made a generous \$500.00 contribution to our Scholarship fund. They also have agreed to provide different seminars and workshops that may be of interest to the membership. At our March meeting they had representatives present to provide information to our recent retirees for low interest loans that would bridge the gap from when you retire until you start receiving your pension. Since some of our officers have waited for months to receive their first retirement check this will be a valuable resource if needed. I want to thank Ms. Victoria Cho for making this happen and being a friend to our organization.

Union's Financial Audit

The Audit was completed a few months back and the results show the dedication of this Executive Board to cut wasteful spending. We followed the Auditors recommendations for internal financial controls to include all written checks to have invoices to verify the spending and every expense except for daily operations (utilities, mortgage) to be voted on and recorded in E-board and General Membership meetings. We were also told to make sure ALL contract employees (consultants, attorneys, etc...) actually are under contract which was not done in the past. These steps alone will account for every dollar that is spent in the organization and do away with hand shake agreements that financially hurt the Union in the past.

This Executive Board started with a financial goal almost two (2) years ago and today the Union is in better shape than ever. There is no comparison between the last two (2) audits, changes were needed and they were made. We have managed to go from \$45,000 in the accounts when we began to over \$300,000 today. We are currently projected to be \$150,000 under our operating budget approved by the membership which is a credit to this E-board.

Any member who wants to review the current Audit or past ones can contact someone on the Board and they will accommodate you. Since all Union Audits must be filed with the Department of Labor they are also available at www.dol.gov.

Litigation

Some of you may have heard through various sources that the Labor Committee is facing possible litigation from a former contract employee. The allegation is breach of contract, which will prove to be unfounded. On

advice from legal counsel I cannot provide additional details at this time. I will tell you this lawsuit is being SUPPORTED by former Executive Board members who will be subpoenaed to testify in this matter. As this proceeds we will release emails, contracts and other evidence to show the membership to what extent these individuals abused not only their positions but your trust.

Rumors

This is not something I should address in our Newsletter but because these rumors are detrimental to the Labor Committee on various levels I will. Unfortunately these were all started by former Executive Board members who represent their own agenda.

Rumor 1: "Union's Audit" we are not hiding any financial information from the membership since we will not give a former Treasurer his own personal copy (his opinion). ALL Union finances are available to review upon request and are brought to every General Membership meeting. If anyone believes this Executive Board has acted outside the Unions best interest regarding finances please contact the OLMS section of the Department of Labor at 12026930123 to file a formal complaint and request an investigation.

This rumor was started by a former Treasurer who referred to himself as "Madoff" as in Bernie in Union emails. It is repulsive for a Union official, a Treasurer no less to compare himself to someone who knowingly deceived working people out of their life savings. Labor unions fight for the working class, not make tasteless jokes at their behalf.

Rumor 2: "The Executive Board fired the Union's office manager". This is not true, while the Executive Board absolutely has the authority to remove an employee; that did not happen in this situation. A decision was made not to renew her expiring contract because there was not enough work to justify a salary of almost \$60,000. While former E-board members treat this like a sinister act, it was only a sound business decision to save the Union money. I on the other hand would like to know their strange personal obsession with the Union's contract employees?

Rumor 3: "The Executive Board has various copies of our Union by-laws for situational needs" Not true, there is one (1) set that we have been following BUT we have been revising them to be more cohesive with our Collective Bargaining Agreement (CBA). This rumor started when a former Chairman insisted that a General Membership Meeting needs to be announced thirty (30) days in advance. Section 5.1 of our By-laws are quite clear, notification for a General meeting to the membership is only ten (10) days. The thirty (30) day notice must be given to the Membership ONLY under Section 20.1 to change the By-Laws. This in itself is sad that a former Union Chairman would not know or understand the By-laws before making a fool of himself.

1320 G Street (Union building)

The goal from day one (1) was to unburden the Membership of this costly mistake but circumstances have made this difficult. Over the last year and a half we have explored every option regarding this building and unfortunately we have hit obstacles every step of the way.

We recently had an appraisal done to determine the current value of the property and the results are not good. The building is currently worth \$455,000, the mortgage balance is approximately \$600,000.

This building has depreciated almost \$300,000 in four (4) years which is almost criminal. We have been working with Eagle bank and the House Congressional Federal Credit Union in an attempt to refinance at a lower rate. To refinance we would have to put down 20% which would be approximately \$120,000 PLUS pay the \$145,000 to balance the loan. This would just start the cycle all over again OR the Union could pay the \$145,000 to even the loan out and sell the property. Unbelievably these are the best options that we have OR the last one is to stay the course and keep it but at some point the Union would have paid well over a million dollars for a property that might bottom out at \$400,000 or less.

The problem both lenders have brought to our attention is that this property was purchased at a Loan-to-Value (LTV) ratio of 95% when most commercial loans are in the LTV range of 75% to 80%. These arrangements are usually made when the buyer does not have the credit or finances to purchase a property through normal transactions, this also leads to a higher interest rate which we currently have. As the banks reviewed the deed and closing documents they were amazed that the Union DID NOT have an attorney present when entering into this transaction to protect the Unions interests. The aforementioned Treasurer also claims the purchase of this building as one of his many great accomplishments and a "Legacy" for the Labor Committee. So at some point I offer him the opportunity to explain this purchase and the behind the scenes negotiations in a future newsletter to the membership.

I want to thank the Executive Board for all the positive changes because they could not have been accomplished without their dedication. To the Stewards who work for our cause, thank you. I especially want to thank you, the Union membership for your support, solidarity and resilience over the past eighteen (18) months, for attending the meetings, voting on the new CBA and to ratify our budgets. You truly are the backbone of this organization.

Fraternally,
James Konczos
Chairman

“On Native Soil”

Greetings to all, I hope everyone had a wonderful winter, and as we approach the summer months we have a lot to look forward to.

"On Native Soil" is a documentary about the September 11 attacks that I recently watched on DVD. What intrigued me the most in the documentary is the video footage of one of the alleged hijackers from 9/11 walking through a Magnetometer at one of the airport checkpoints and the Mag alarmed at the waist level. The alleged hijacker was then screened with a hand wand. Did he have a concealed weapon in his waistband? We don't know and the rest is history. The documentary on many occasions says we failed as a nation to protect the thousands that died that day. Security could have been tighter.

The reason I bring this up is we face these challenges every day on Capitol Hill. What bothers me the most is when Management is more concerned about complaints at these checkpoints because an officer sent a visitor back through the Mag multiple times instead of going directly to the hand wand after the Mag alarms. Sure that's what the SOP says to do, but our mission is to protect ourselves, each other and the congressional community, members of congress, staff and visitors. Maybe sending an individual back 6,7 or 8 times is

excessive, but sending someone back through the Mag 2,3 or 4 times I think is reasonable, especially when a weapon can be concealed in a belt or shoe. If management keeps telling us that we are being watched, and the war on terror is far from over, we need to be thorough at our checkpoints.

With that in mind, I encourage everyone to watch the DVD, "On Native Soil", be vigilant, thorough and stay safe. We cannot fail.

Enjoy the summer!!!

Gus "Papa" Papathanasiou

1st Vice Chairman

Under Attack

Once again this issue has resurfaced. Same battle just different year. If anyone can explain to me as to why management has decided to pick a fight with the rank and file over the wearing of a long sleeve or short sleeve shirt I would love to hear it.

With spring and summer here the temperatures are slowly inching upward. Some officials have nothing better to do with their time than threaten officers who report daily for less than ideal working conditions it's sad that officers who do the job day in, day out aren't mature enough to made a decision as to what makes them comfortable while performing their duties.

My God, these are officers who are sworn to take action if necessary, but they can't make a decision to wear a long sleeve or short sleeve shirt? Let's pick our battles. On another note, I had an officer approach me about a 534 he received, this officer has over 2000 hours of sick leave on the books but he recently received a 534 for accidentally missing an assignment for weekend duty. We approached management and inquired as to why such drastic action was taken for a mistake only to be informed the 534 stands. This decision was difficult for the officer who hasn't called in for years to accept. Instead of handling the problem management turned this stellar officer into one who has become angry and disgruntled and doesn't give a damn anymore. I guess not calling in for ten years means nothing.

Officers feel they are under attack not from terrorists but from their own management who have threaten them and use less than professional behavior to even pointing fingers and used language that would put a sailor to shame. The Union has voiced our objections to this type of behavior and the fact that if an officer had displayed such conduct he/she would have their police powers revoked the following day. This double standard is Hill wide and it must be addressed. Any input on this or any other matter please contacts any E-board member.

God bless,

Chris Ferguson

A New Survivor's Benefit

The Executive Board voted on and approved a "Survivors Benefit" for all dues paying members. This will provide your family with financial support for immediate needs should a tragedy occur. The benefit is currently \$1,000.00 for a Member's death by any cause and \$1,500.00 for a Member's death in the line of

duty. This is why it is extremely important that you access our new WEB page and update your information to include a beneficiary.

Attention All Brother's and Sister's **One of Our Own is in Need of Our Help**

Officer J.J. Paulin's (HD-2) son Hunter 8 years old was born with a rare heart defect known as Shones Complex. It's a rare syndrome comprised of 6 severe heart defects, the most serious is his mitral valve. Hunter has undergone 9 surgeries since his birth. He now needs his mechanical valve replaced, his heart grows but the valve does not.

Hunter had surgery on April 25, 2011, and April 27, 2011 at Children's Boston, in Boston Massachusetts. The surgery went well, and his new valve is functioning well. However, he is still having a little irregular heart beat but they said it has to be kept in mind that he just had major open-heart surgery. Anytime you disturb the heart, especially open-heart surgery you must give it time to regulate its self. All the little signals have to repair and go in sync again. So time should allow this problem to go away.

On Monday, May 2, 2011 the family had a little scare. Hunter had to have an EKG and was having a stomach issue.

The family is back home and resting. Hunter still has many follow appointments ahead of him. To prevent him from infections, he can't go back to school for the rest of this year nor can he have visitors.

Hunter has always proven to be a very brave, social and energetic boy. Many who meet him don't even realize he has such a serious medical condition, unless they spot his medic alert bracelet, notice his scars, or Hunter shares his stories with them.

Hunter's mom, Wendy is a full time stay at home mom to care for him. Hunter also has an older brother named Brandon. His dad J.J. has been a USCP Officer since July of 94. He is currently assigned to the House Division 2nd relief. J.J. has always been willing to help anyone at any time. He's the first to volunteer to help in any way, including reaching into his pocket and if needed, donate leave. In addition to the daily challenges he confronts as being a Police Officer, J.J. faces another personal challenge of a monumental nature.

Though we all are dealing with the tough economic times, the family is in desperate need of our help. Hunter, too, needs all the emotional support he can get. Knowing that others are willing to help his family during the medical ordeals he must endure would be comforting to him and would aid his family in dealing with this frightening and stressful situation.

Please if each and every one of us could make a concerted effort to reach down into our pockets and send a donation to the Paulin family. Our donations can make a difference in a little boy's life.

J.J. is also in need of leave. Please out of the kindness of your hearts, donate leave to J.J. If J.J. runs out of leave, as we all know, he could lose his Medical Insurance or have to pay for it out of his own pocket. This would not only cause his family more of a financial burden but can very well affect Hunter's medical care. You can obtain a copy of the form from the House Division Office. Additionally, as we all know, we have other officers that are in need of leave, if you know of someone in need of leave please help out as much as you can.

The unwavering tenacity of this brave little boy, who has already undergone so much, speaks volumes. Both he and his family are most deserving of the generosity and kindness that everyone can selflessly offer. Putting a smile on Hunter's face and a sigh relief on his parent's shoulder's is a load that can be lightened by us all.

Donations can be sent to:

Hunter's Heart Fund
c/o PNC Bank
27 Potomac Avenue
Indian Head, MD 20640

You can also follow Hunter MacGregor Paulin on Facebook – Hunters Heart Fund. Also, be sure to check out his Caringbridge WEB page at www.caringbridge.org/visithuntersheart. Please don't forget to sign his guest book. He is looking forward to reading your message. Help put a smile on a very young and energetic boy.... Sign his guest book!!

Inclosing, please reach out to Todd Bramwell, Chairman of the Boston Police Department FOP and give him and his department a great big thank you. On Wednesday, April 20, 2011 I reached out to Todd and asked for any assistance that he may be able to provide J.J. and his family during their stay in Boston. Todd immediately got back to me stating that he sent out an E-mail to his board regarding Hunter and his family. He also contacted Boston P.D. Retired Detective Jack Parlon and Miller Thomas along with Doctors from their FOP Surgeons Lodge to assist. According to J.J. the Boston Police Department FOP has been great support for him and his family. J.J. went on to say that someone from the department has been with them every day and that a member from the FOP Surgeons Lodge spends the day of Hunter's surgery with him and his family and explained everything that was going on during Hunter's surgery.

Please again reach out to Todd and say thanks. You can E-mail Todd at; bramwell@nortonpolice.com

Tim Barker
Executive Chief Shop Steward

On Solid Ground

I doubt I have to convey how our country's economy is doing. I'm sure you've noticed the change at your gas station, or heard the rumors about certain bills lurking around on the House Floor. I'm writing to tell you about the difference between your government and your Union, and the financial depression we ourselves have overcome.

Let's go back to the fall 2007, that's two E-boards ago, while digging through the roughly kept records of our financial past, I came across a series of former audits from 05, 07 and 09. I'm quite familiar with the audit from 2010 but hadn't really taken the time to read about how our organization has done historically. As I was reading, I noticed that Andy Maybo's E-board, 2005-2007 had a very solid economic past. From the time they took office, they gradually gained between 40 and 50 thousand dollars per year. When they left office and handed the financial books over to the 2007-2009 E-board the balances were around \$250,000. A solid savings amount for this organization is around \$200,000 that would provide for just about every reasonable event that we could anticipate like arbitrations, having to hire a lawyer and lawsuit, or a minor catastrophe. So, I would say that, the amount given to the 07-09 E-board was a very solid figure, and since we had been increasing our savings from 05-07, it would lead us to naturally believe such savings would improve or at least maintain at the same level.

In 2007 the previous E-board made a very poor business decision and purchased G Street. I have heard that we were coerced into purchasing it for a number of reasons, foremost of which, was that we had to use some of our savings to avoid losing our non-profit status, which is actually complete fiction. I was not on the 07-09 E-board, maybe there was another reason we would have purchased G Street. I'll let you be the judge.

Would you buy a house that was appraised \$100,000 to \$150,000 higher than other comparable properties and would you pay 10 percent down? To avoid a conflict of interest would you consider buying a place from a personal friend of your organization if you were using another person's funds? Would you ever take out a 5 year loan, with a balloon payment, without knowing that you could cover it with plenty of savings to spare at the date of maturity? Recently, I have been looking for a place for my family to live, if I was told the house I was standing in was priced 100-150 thousand dollars above its value I would walk away. What's more, if I was buying a house with your money, and I saw a place that a friend of mine had on the market and knew it was overpriced, but knew it would make my friend very happy if I bought it, I highly doubt you and I would be having lunch together anytime soon.

In 2009, Jim Konczos was elected to the Chairmanship of our Labor Committee. The E-Board inherited approximately \$40,000 of non-asset funds (not including the value of the building and its ridiculous mortgage). Wait...Hold on! Did the treasurer just say that in 07 the Union had \$250,000 total liquid assets? Cash money, and savings accounts? WHOA! Timeout let me tell you what happened:

- **They started with \$250,000 in the bank**, no G Street., not including assets, such office equipment or promotional items.
- **The G Street purchase cost \$760,000**, counting closing costs. The down payment for G Street was \$70,000, 10% of the purchase price of \$700,000,
- **They spent in excess of \$220,000 for outside consultants, lobbyists, and legal counsel in 2 years. This doesn't include \$115,000 for the already contracted in-house legal counsel and office manager.**
- **This left us with approximately \$40,000.**

So, what did \$220,000 get us? That's a good question. Some of you are aware that the Union hired a high priced attorney for an almost 100% unwinnable case. That's proven and true...and we didn't win the case, but it did cost us \$80,000. There was the \$80,000 consultant we paid for the contract that was voted down, 95% to 5%, and we didn't even have a signed contract with him. Then there was the \$16,000 lobbyist who was "working" on our retirement.

I've also discovered the ticket fiasco, where thousands of dollars in union funds were used to purchase Kings Dominion tickets that were never accounted for and the baseball ticket fiasco where tickets were given to E-Board members, contractors, consultants, employees, but very few were given to the membership. One of the interesting things I've come across is a "petty cash book". It's a small black book that was appropriated \$200 cash of (I would guess) union money. I'm still trying to find where the union (including membership) ever voted on a budget from 07-09. When (or if) I find those minutes, I would like to see where you, the membership, as per the bylaws, voted to approve the budgeting of a little black "petty" cash book. How bad could it be, I mean it was just 200 bucks? I certainly wouldn't have voted for a budget that included items like:

tampons, chicken salad sandwiches (for one person), and an ice tea, and there's a lot more. Just ask and I'll bring it to a general membership meeting, you can be the judge.

As the Treasurer, I cannot forget, we inherited unpaid bills amounting up to \$10,000 from former E-board arbitrations and votes, and since the last bill came in just 4 months ago, asking for overdue payments from 2008, we could easily see more in the future.

So where are we now? This E-board has over \$300,000 in two banks (a second account had to be opened with the lending bank). That's an increase of \$260,000 in just 1.75 years! We have given back almost \$50,000 to our membership (Christmas presents, the summer presents *surprise*, membership events, town halls meetings). We are saving money in almost every single budget category despite hiring a second attorney to deal with a lawsuit. We are set to end the year \$150,000 under budget. We have just lowered dues for the first time. Trust me, if this keeps up a future E-board will have to find a reason not to lower them again in 6-12 months.

What is the best news of all? The building situation is finally in its last stages before its secured. For the first time, our E-board has found a way to secure G Street, not foreclose, not go under and file for bankruptcy. We have, for the first time in 4 years received terms for refinance from the bank. G Street will not be the end of this institution, and trust me it could have been if this E-board wasn't elected and myself appointed. The previous E-board did nothing, absolutely nothing, to prepare for the 2012 maturity date, a date which would have destroyed the union financially and possibly forever.

My Name is Bill Scofield, I am your Treasurer, and I am telling you now, this organization has climbed a mountain, overcoming debt and, at times, a possible financial apocalypse. How far we climb depends on your involvement as members and holding your Executive Board accountable. This experience has taught me that your voices matter to the E-board. Speak up and help us all climb to the top. Help us stay on solid ground.

Bill Scofield
Treasurer

Mortgage Rates Back To All Time Low!

Rates have dipped again. If you have been thinking of Purchasing or Refinancing, Now is the time! Housing prices are starting to rebound, don't miss this opportunity. If you would like a professional who has been lending in the DC Metro for over 15yrs, I am ready to help. Purchasing or Refinancing your home is one the largest financial commitment any person will make. As your home loan resource, I will bring experience, an outstanding support staff and will tell you the truth about your situation. For any Union Member or referral of a Union member who makes application by June 30th, we will also Refund your appraisal cost, a \$400 value. Call or email me today for your home financing needs. I look forward to working with you!

Troy Toureau
Vice President
Mclean Mortgage
Cell 301-440-4261
NMLS #5618

Office of Employee Assistance

Over the nearly sixteen years that the Office of Employee Assistance (OEA) has served the Capitol Police, a number of questions have periodically come up concerning the services provided by the OEA team or about the OEA operation's interface with the department and its personnel. We'd like to address several of those with this initial communication in this newsletter.

Are the services of the OEA limited to me as a sworn member of the United States Capitol Police?

The services of the OEA are available to both sworn and civilian personnel of the department. In addition, immediate family members have access to the OEA services as well. It is not unusual that issues in the larger context of the family or involving other family members may be affecting the officer or employee.

Is there parking available for me if I have an appointment at the OEA?

Unfortunately, with the limited parking available in the Ford building parking lot and on the streets surrounding the building, there are no designated or reserved spaces for individuals having business with the OEA. There is metered parking available on both D Street and Virginia Avenue on each side of the Design Center, directly across Third Street from the Ford Building. In addition, there is paid garage parking available in the Design Center building with an entrance off of Virginia Avenue.

Is there a chance I'll run into someone I know at the OEA?

The OEA takes extreme steps to assure the privacy of anyone seeking out the OEA's services, whether they are making contact with the OEA on their own or have been referred by the department. While we can't prevent conversations you may have or inquiries that you may receive from other department personnel in the building, we take deliberate steps to prevent you from encountering other departmental personnel in the OEA itself. And in all cases, whether you reached out to the OEA on your own or were referred to the office, the confidentiality of your contact and discussions with the OEA team members is protected and safeguarded. Any release of information, other than in life-threatening situations or in cases of child abuse, is only done with your informed consent and written authorization.

We remind you that a general informational brochure on the OEA's services is regularly made available to departmental personnel, and can also be requested by contacting the OEA at 202-225-2400. We welcome your informational inquiries or questions. Stay safe!

HEROES

For those of who don't know HEROES is a local benefit for the children of fallen police officer to go to college. Technician Mike Rodwill from K-9 is currently the only active member of the USCP involved with HEROES (there are 3 retired USCP also). Mike has reached out to the Union for help. They raise money in several different ways; one is through a golf tournament.

The Tournament this year is Thursday July 7, 2011 thru Friday July 8, 2011. It would be a great way for the Capitol Police to get back involved with HEROES. Can you help? What HEROES is looking for are three officers each day to collect money at one of the par three holes (all of the proceeds go to the HEROES Scholarship Fund). If anyone is interested please contact Mike at: 202-631-4049.

Our new WEB Page

The official Union web page can be accessed at www.uscp-fop.com. The page is streamlined and easy to navigate and you do not need a user name or password to access it. We have had positive feedback from those who have used it as well as the National FOP. This site will be a valuable resource to track meetings, Union activity and allow you to view our Newsletters online. We ask you to update your personal information on the site to include a beneficiary.

United for the common good of our members

Phone: 202.544.4813

EXECUTIVE BOARD & OFFICERS | LEGAL DEFENSE | EVENTS/MEETINGS | DOWNLOADS | SCHOLARSHIP | HOW TO JOIN | RESOURCES

Welcome to United States Capitol Police Labor Committee

The United States Capitol Police Labor Committee has exclusive rights to negotiate with management on behalf of all sworn employees covered under our Collective Bargaining Agreement (CBA). Our goal is to:

- Protect you rights through mediation, the grievance process and binding arbitration on work related matters.
- Improve working conditions to ensure you can do your job safely and effectively.
- Promote fair and equitable treatment in the workplace.

The Union is an organization united for the common good of its Members. It is about solidarity, one collective voice; it will only be successful with an active membership and competent representation from your elected officials.

MEMBERS
UPDATE YOUR CONTACT INFORMATION

OUR ADDRESS

U.S. Capitol Police Labor Committee
1320 G Street, S.E.
Washington, DC 20003
Ph#: 202.544.4813

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This is a copy of a letter delivered to Senator Reid's office.

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May 11, 2011

The Honorable Harry Reid
United States Senate
Washington, DC

Dear Mr. Majority Leader:

I write to you regarding the "Path to Prosperity" vote that recently passed in the House of Representatives. While cost cutting measures must be made to reduce the overall deficit, this budget reform if passed into law will negatively impact not only the men and woman of the Capitol Police but other Law Enforcement in the Federal Government. This Bill as it stands intends to bring public sector pay and benefits in line with the private sector and to freeze non-performance periodic step increases for federal employees.

The Federal Employee Retirement System (FERS) that covers most federal law enforcement is not as generous as those in the private sector. In most municipalities, police officers receive better benefits than their federal counterparts. After 25 years of covered service, officers on the Capitol Police receive 39% of our base salary based on a percentage of our top three (3) years this does not include overtime, shift differentials or bonus pay that the private sector receives. Many of these private sector agencies receive percentages in the 50% to 80% range as a retirement compensation which is well above what a federal law enforcement officer receives. Federal law enforcement also have a mandatory retirement age of 57 under FERS which the private sector does not have.

While Capitol Police officers do receive step increases based on department seniority, a freeze on these increases will create an imbalance in our current pay structure and retirement from which those affected officers will not recover.

Again, I do understand that overall sacrifices must be made by everyone, but please consider the affect this bill will have on the Capitol Police and other federal law enforcement.

Respectfully,

James Konczos
Chairman
United States Capitol Police Labor Committee

Membership

I want to say something about Union membership. I work on the same shift as our Chairman, Jim Konczos. It's always interesting to me to see those who are not members of the Union come to him when management is affecting their personal work space or life. It's almost pathetic to watch those who boast that they're not members suddenly have an issue or get into trouble and run to their Shop Steward for help. These are the officers who say they'll never do anything wrong so there is no need for them to join the union and that they'll never need the Union.

My point is you don't need to do anything "wrong". Whether it's a change in the Comp Time policy, an unexpected draft, an FMLA issue or a troublesome official who sends you home because he's tired of you; the "wrong" will find you.

To those who believe that they may have been the best officer who ever graduated from Cheltenham University and will never need the Union I say, I hope your fantasies comes true. This job is a career in which the best officers can and will receive complaints just because you are doing your job. For the most part we tell people "no" you can't do that, and by the mere nature of that alone, complaints will be filed. People don't want to be told no, especially constituents, staff, and Members. Once the complaint is filed the "process" begins, and yes the mole hill will become a mountain; only because your officials care and are doing the best job they've been train to do. They are looking out for the best interest of the department, the "shareholders" and let's face it America in general because you should have not have been rude when you told that person to dump out all their food in the trash can because the cafeteria in the CVC can meet their dining needs, or so the signs outside the CVC say so, at eight dollar a cheeseburger. I ask any of you, what are the definitions of rude and of conduct unbecoming? I don't know but I'm positive your Sergeant and IAD will determine that you've met those definitions in the complaint.

Many times non-members are loudest locker room/break room complainers but won't say anything in front of managers but will always have something to say behind their backs. They have a solution for everything to include overtime drafts, discipline, break rotations, our retirement, uniforms, training and everything else. They want to reap all the benefits of Union membership but not help support for it.

There is a misunderstanding out there that the Union has to represent someone regardless of their membership. I want to clarify this; by law we do have to represent all in what is called "Weingarten Rights" during an investigation in which an officer believes discipline may result. In that meeting it is the role of the Shop Steward to ensure that your contractual rights are not violated. At the conclusion of that interview the Union does not have to; give advice, write a grievance, write an appeal, or plead your case to the powers above.

I remember the days when we didn't have a Union, and when you had no voice. When a complaint filed against an officer it was very rarely if ever dismissed as unfounded. You couldn't even see or read the complaint. I remember when you were called in for an investigation and no one was there by your side helping defend you. I remember when, if the Sergeant or Clerk didn't like you, you didn't work overtime unless it was a last minute draft. I remember when good post assignments went those who the Sergeant liked, and I'm sorry that's one the thing that hasn't changed in 24 years.

Seriously though there was very little in the way of representation for the officer unless they went out and retained a very expensive lawyer. The Union has given us a voice and the means to ensure that all officers are treated equally and fairly. Each section has a Shop Steward who when they speak with management in their role as a Shop Steward are on level with the highest rank present. I remember the first time I exercised that right as a CD-1 Shop Steward when I looked at a Lieutenant and told him that his Sergeant was lying and I couldn't believe that we were wasting our time listening to her. I then got up and walked out on them, the case

was dropped and an apology was given. A year earlier that would have never happened and the situation would have persisted.

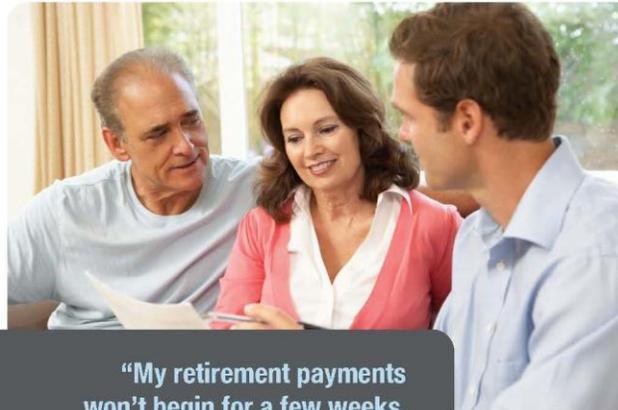
Joining and being a member of this union has its benefits and they're getting better all the time. There are many who quit the Union in the past because of Union officials they couldn't trust or they did not join because no one came to their Cheltenham class. I do not offer any excuses for this, but I think as you've read this newsletter you will have to agree, things have changed. The finances are cleaned up, we have a new "Survivor's Benefit", there's going to be a new Officer's Scholarship Fund, a new WEB page, improved fair and equal representation to all, and now lower dues. Our attorneys have won and reduced more discipline than ever before, and will continue to do so. Grievances are being won at lower levels because management knows we're not backing down. We are giving back to the membership and we will continue to give back. I invite those who have left to come back, and to those who have never joined I say give us a chance I don't think you'll regret it.

Greg Baird
Secretary

RETIREMENT TRANSITION LOAN

If you will be experiencing a gap in income while you move into retirement, our Retirement Transition Loan could help meet your expenses during the first 60 to 90 days of retirement.

No credit check is required with this loan, and you can borrow up to two times your projected monthly retirement income, with the full amount due when your first retirement check is received.



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