



THE GRIEVANCE

UNITED STATES CAPITOL POLICE
LABOR COMMITTEE
July 25, 2011

A Time of Remembrance

While summer is usually reserved for family vacations and picnics it also marks the time to reflect on the passing of two of our own. July 24th marks the 13th anniversary of the tragic slaying of our brothers in blue Officer Jacob (JJ) Chestnut and Detective John Gibson. As the years move on and the department gets younger this tragedy moves into the distant past. For those of us who were on the department at the time of the shootings the memories may fade but they will never go away.

I joined the Capitol Police in 1986 and was assigned to Capitol Division Three (3) and had the privilege of working with Officer Chestnut. He was the model officer, whether he was speaking to a tourist or a Member of Congress they were all treated the same, with kindness and professionalism. While his work ethic was something to emulate, it was his outspoken love of family and his passion for gardening that his friends remember most. He was a true gentleman in every sense of the word.

Prior to Detective Gibson going to the Dignitary Protection Division (DPD), I also had the honor of working with him. John was assigned to plainclothes in and around the galleries while I had moved on from Capitol Division 3 to the Senate Chambers Sections (SCS). During those times we had the opportunity to talk about family and sports the latter which we could never agree on with him being a die-hard Boston fan and me supporting everything Philly that in itself made for some interesting conversations. He was a quality person who like Officer Chestnut valued his family more than anything. He would be proud to know that his son Jack followed in his footsteps with a career on the Capitol Police.

While Officer Chestnut and Detective Gibson crossed paths many times during the course of their careers the events of that day will bond them forever. We will never know how many lives they saved that day as gunfire echoed through the Capitol, but by all accounts, their actions saved others. Simply put, they died heroes.

They were connected in life and death from their service with the Capitol Police, to lying in state side by side in the Capitol Rotunda, to their final resting place in Arlington National Cemetery they will always be together.

The circumstances of July 24th are a painful reminder of how in a matter of minutes everything can change. There is no such thing as a "routine day" in law enforcement which many of us can attest to. In the past two (2) years alone we have had officers involved in on-duty shootings and a few more involved in justifiable off-duty shootings. I am sure if you asked any of these officers they would tell you they did not wake up that morning believing they would be involved in a gun fight whether on-duty or off. You never know what fate has planned for you so take nothing for granted.

If you go past the Memorial Door of the Capitol and see the tribute plaque to John and JJ remember their sacrifice, the unfulfilled goals and dreams that died with them, remember their families and their loss and continue to keep them in your prayers. Most of all keep John and JJs memory alive and do not relegate this to a past footnote in the history of the Capitol Police.

Jim Konczos
Chairman

Welcome ROC 168!!

On behalf of the Executive Board we would like to wish the very best to all of you as you begin your careers with the Capitol Police.

Where Are We?

Greetings to all. I hope everyone is enjoying their summer. A few months ago our E-board decided to purchase rescue knives for all our union members. These knives have the FOP logo lasered on the blade; they have a combination seat belt cutter and glass break attached. We ordered the knives several months prior to Police Week 2011 so that we'd be able to distribute them during Police Week this year. Unfortunately there was a delay with the shipment and we received them late. By now all our Union members should have received a rescue knife. If you have not received a rescue knife please contact an E-board member or let your shop steward know. We as an E-board purchased the rescue knives during Police Week to honor all Police Officers who put their lives on the line every day.

We wanted to thank you all for your dedication and hard work. I wanted to also take the time to thank all our chief shop stewards and shop stewards for a thankless job that most of the time goes unnoticed by many. Thank you for all that you do to make this Union stronger. As we approach the end to our second fiscal year as an E-board, I wanted to take this time to share with you the strides we've made since September 2009.

We have increased our savings to over \$300,000. We have increased our membership to almost 1,000 Union members today. We eliminated and slashed unwarranted spending.

Our retirement efforts are moving slowly as we eagerly await the actuary study currently being conducted by the GAO (Government Accountability Office). Once this study is complete we will re-address our retirement concerns with the members of Congress. For those that are not aware, this actuary study was initiated and ordered through the GAO by Congressman Brady and Congressman Capuano and their staff. We will keep you all posted once this study is complete and it will give us a better idea as to which direction we will take to move forward in our efforts to improve our current retirement system.

Union elections are right around the corner. In August we will have elections for E-board positions and Chief Shop Stewards. Prior to the election we will have a special membership meeting for nominations for these elected positions. I encourage all those interested to be nominated, and I hope every union member takes the time to come out and vote. Every vote counts. Let's continue to improve and make this Union stronger! I hope everyone has an enjoyable summer! God Bless you all and be SAFE!!!!

Officer Gus "Papa" Papathanasiou
1st Vice Chairman
FOP/USCP Labor Committee

Ruffled Feathers

Well it appears that my last news article has ruffled some feathers. First, I stand behind what was written. If I offended any of the management, so be it. If you don't like being in print, stop your stupidity.

Now we have officials cursing, dropping the "F" bomb, disobeying direct orders from Scout Units while off duty and making statements like "I'll kick your ass" and "Don't tell me what to do". They even left the scene after being told to stand by for an official to respond. If an officer had committed this act, he/she would have lost their police powers the following day, but upper management took no action on this official and even allowed this supervisor to continue in their duties!!!!!! Talk about double standards. Words alone can't express the anger and helplessness the officers in the field feel. Is anyone at headquarters awake?

On to another subject, several officers have voiced their concerns about receiving 534's while being under a doctor's care only to be told that it's informative and it won't be used against you. Does anyone care to explain to the officers the recent vacancy announcements that have it listed under requirements "No 534 Warnings" in your jacket. Just to let you know management that phrase means you're using it against us! Oh and before I forget you can apply for a Deputy Chief position with a 534 in your jacket, but you may not apply for any other USCP vacancy announcements. Your Union has addressed this and pointed out this double standard but no action from HQ has been taken, so the Union has filed a Level 4 Institutional Grievance on this matter.

As the elections approach I encourage you to get involved or even run for office if you feel the desire. In closing, I want to thank everyone for their support and even those that I didn't agree with on some issues.

God Bless,

Chris Ferguson
Second Vice Chairman

We Represent All

I want to thank each and every one of you that has rejoined our Union or newly joined our ranks. When this Executive Board took over, as some of you know, the economics of our Union was to say the least, in shambles. We inherited a building with an upside down mortgage that is horrific. The Board members have turned most of this around. We have managed to produce a sound economic base. Are there still many challenges? Yes there are! One challenge is ensure that in the future that this sound economic base continues. As new Fraternal Brothers and Sisters join our ranks in the future it will be up to them to continue this effort to make Our Union stronger.

Let me change gears here and talk a little about our effort to get our Officers back in shorts. I had one Official come to me and said something to the effect “I don’t understand the big deal here”. Well First of all as everyone knows our Officials do not stand post as we do especially in one hundred degree weather. First and for most, we should consider Officer Safety. As all of us know in the Police Community you cannot protect anyone if you cannot protect yourself. Heat Exhaustion is very real even for our rugged Officers. Our agency requires us to pay full time attention to duty. For our Officers to protect Members of Congress, the Congressional community, the public and complete our Mission Statement it is vital that they protect themselves. Shorts are not just about comfort they are about Officer Safety.

One of the things unions do is to protect benefits. When any of our benefits are infringed upon it is the responsibility of unions to protect those benefits. In hard economic times agencies are likely to go more by the letter of the law. To cut out things that they are not required to give their employees. When economic times get better unions step in to negotiate to get those benefits reinstated. This Executive Board is following those trends and will continue to fight for our members to ensure every benefit that is due to our Fraternal Brothers and Sisters will be given to them.

I would like to discuss discipline. In the past there have been Officers who have fallen between the cracks when it comes to being disciplined more harshly than need be. I can tell you this Union works very hard to not let that happen. Do unions win every case of discipline? No they don’t. As an Executive Board along with Shop Stewards and Chief Shop Stewards we are here to make sure your rights as a Police Officer are not violated. To ensure that as a Fraternal Member you are provided a Shop Steward. Also ensure that you are not cursed at and that you are treated with dignity and respect. The same things our agency requires and demands of us! We are here to make sure that you are not discriminated against, that the articles of the Fair Labor Standards Act are followed. Sadly sometimes these things do not happen. This is when Your Union Steps In.

Lastly, I was asked this question by an Officer; “How do you not become angry or disillusioned?” The answer to that is easy, when we lose one fight there are many more ahead of us. We don’t just represent one officer, we represent all of Our Fraternal Brothers and Sisters.

Fraternally,

William F. Hynes
Recording Secretary

They’re Not Your Friends

In our last News Letter I addressed membership and joining the Union. Your membership means everything; it shows unity, solidarity, support; and I want to thank you for your membership.

I want to tell you now more so than I did in my previous article why being a member of the Union is important. You see, they're not your friends. You may have worked with them on post for years but the minute they become one of them, they are no longer one of us, I'm talking about your officials, your sergeants.

Too many of our officers feel that they can "befriend" officials and get special treatment. They are willing to trade their dignity for a short request or a preferred post assignment. They spend their breaks in the office, or they go get the sergeant's lunch, buy them coffee or help them distribute the schedules at roll call. It's nauseating! I believe these kinds of actions cause one of the strangest diseases in the world, "brown nosing", it makes everyone else sick but the one who has it.

You sit back and watch as fellow officers think they're moving ahead by meeting with and explaining to the officials the all the problems within the Section, in other words they're complaining about you. What they don't realize is that management will more often than not punish an entire section instead of the one.

We have officers who go out of their way to try and "improve" break schedules, work conditions, overtime, post SOP's and check sheets. In essence they end up doing the Sergeant's job for them. They must think that their efforts are allowing the sergeants to have more time to give them that almost "Outstanding" but "Meets Expectations" in their PEC's evaluation. This perception of "friendship" or "getting along" lies mostly with the officer, not the supervisor. Believe me when I say your supervisors have no illusions as to where you are in the "food" chain of command. They know what you're doing and for the most part they enjoy it.

One of the most common questions I receive as a Union rep is what happened to that sergeant after they were promoted; they were alright when they were an officer. I confess I don't know what happens to officers when they become officials, I wasn't found worthy to become one. All I know is something happens to most of them, and it must be overwhelming because they forget where they came from. They've forgotten that they use to have difficulty in getting leave, training, or a fair break rotation. They use to complain about these same things but now as a supervisor they're suddenly fair and understanding. Its mind numbing to watch officers who are promoted forget and the higher they're promoted the more they seem to forget.

I want to close with this final thought. When an officer approaches management with their own agenda it is very rare that their agenda coincides with the welfare of the entire section. The Department is also in clear violation of the CBA and FLSA when this occurs. This is considered an official meeting and the Department is obligated to invite the Union to be present at this meeting to defend your interests. This includes those meetings that occur anywhere, on post, locker rooms, hallways, and the locked doors of the detail office. Also is should be pointed out that most of the time these officers "suggestions" to improve work conditions usually result in more restrictions on a section. Have any of you had new unexplained policies enacted on your Section or Division; new checkout procedures, leave book control policies, or suddenly there are Sergeants on your posts. I love the officer who will go to a Captain and complain that there Sergeants don't do anything! What do you want them to do? All I can say to that is, be careful what you ask for you just might get it. They not your friends they are your boss and they know it. Thank you for your support.

Greg Baird
Secretary

Scholarship Winners!

Congratulations to the winners of the 2011 USCP/FOP Labor Committee Scholarship. We want to thank all the students for their participation and wish them the very best in their future endeavors.

- Taylor Campbell daughter of Officer Blaine Campbell CERT
- Camry Fielders daughter of Ed Fielders Senate Division Power Shift
- Roy Anderson Jr. son of Officer Roy Anderson House Division 2

Wear the Badge

Complete this sentence in your head: “I heard that [Official, i.e., Sgt., Lt., etc.]...”

What was the first thing you put in the blanks? Was it good? Was it a positive reflection on this department? Did it fill you with pride to recall old stories that reflect the quality leadership that surrounds you and directs your daily actions?

Chances are, not all of you had a “happy” ending to that sentence. Let’s talk about why you might not have thought the predicate of that sentence began with “helped” or “did something good”....

Rumor mills exist on every section. Sadly the lack of transparency on this department doesn’t help to alleviate rumors when it comes to officials. How many times have you heard about an official doing something ethically, morally, illegally, or even comically wrong? How many officials would you trust to handle your finances this year? How many can you think of that you would trust to watch your children? Can you think of any you’d trust alone with your wife or husband?

Here is the point; how many officials can you name that you **would not** trust in these situations? I mean trust not to act immoral, abusive, indignant, friendly, or in a manner that a reasonable person would find offensive. It is necessary to ask because, most likely, you are assuming the good officials are good by their actions, but you know the bad officials are bad because of theirs.

I believe an official is supposed to be a leader; someone who cares about articulate instruction, their profession, and the professionals they are in charge of. They would have been exemplary Officers, capable and well versed in law, rule, and moors. They would have common sense and be somewhat educated. They would command respect because they had earned it long before their shoulders began ordering it of you.

Now that you have that number in your head, remember that there are more than 170 sergeants on this department. Can you think of how many you’ve met? 20? 50? Think about how few have made a favorable impression on you.

I find it funny, as I know plenty of you do, that Officers here do not “earn” promotion, they choose to be promoted. Additionally, it speaks volumes that many Officers choose not to be promoted, not just due to the loss of OT, but because they do not want to work with such a classless group of peers. There are many officials who will claim they wanted to make a difference, and chose promotion to represent this department proudly, demonstrate class, show candor, exemplify the mottos and letters of our organization, and perform ethically, morally, and legally.

It’s nice they thought that. It’s rarely the case.

How do we fix this? Well the easiest way is for management to fix itself. Since that hasn’t begun to happen in my time, or most of yours, what then?

What if I told you that you, the Officer, have the ability to fix this problem? Sounds ridiculous? There is a small group of very bored people who work at the level of the Office of the Chief and they're called the Office of Professional Responsibility, a friendly way to say IAD. IAD has a complaint process, the same as some of us have experienced. Some of you may not know, you as Officers can cite complaints against officials for the same things they would cite you for.

I am challenging you to work for yourself and to use this union to assist you. If you witness an official acting not in accordance with SOPs, unethically, or are privy to a situation that you believe could have been handled better; file a grievance, file an IAD complaint, they're relatively simple processes. The office of compliance, Department of Labor, OSHA, the DC Health Board, and the GAO would love to hear about FMLA violations, CBA/SOP violations, health conditions, leadership telling you 115 degree heat indexes are not hazardous, and how your official is spending their time on social networking sites and 3 hours in the "gym".

One of the reasons I'm writing this article is because we witness so many infractions by officials. We then tell everyone we know about it, we continue to hate what we saw, but then we let it go. Would any official dwell on a situation that they could just write you up for and let you go? How many would just give you the write up without a thought? Have you ever gotten a write up because you believe the official was just having a bad day or didn't like your response? If we don't appeal, grieve, call and complain, and file paperwork then nothing we pass rumors about ever happened. That heinous act by that one official will disappear, while that tardy in your jacket stays on paper for a year, and that time your friend called and you got caught with your phone out takes 16 hours from you. Please hold officials responsible. We are all people, we just wear different uniforms. Let's share some mutual respect, and demand it from those who knowingly and intentionally disrespect us either directly, or by their actions.

For assistance on how to write grievances, file complaints, or even just to know if a situation warrants a complaint, please consult a steward, chief steward or this executive board. Together we can solve the largest problem with this Department, together we can make the honor felt by all those who wear the badge.

Bill Scofield
Treasurer

Why Are We So Bitter Too!

A couple of newsletters ago I wrote an article entitled "Why Am I So Bitter". Many of you enjoyed it as I listed some of the whys. So we've decided to periodically include many of the reasons why officers can at time feel so bitter. All of these will be submitted with the officer's approval, and I don't really care if management approves or not.

- An officer recently resigned from the Department. This officer turned in his letter of resignation around May 15th. His last day with the department was a week or so ago. When he went to check out with HR they told him that his Letter of Resignation had been lost and would he write them a new one. Are you kidding me, his letter had already gone up the chain of command to the Chief's desk. They actually asked him if he could just write it out by hand in a short note. That's professional. What were they going to do if he refused? Give him a CP-550?
- Recently the Department took the shorts away from FRU. Why? The department has told us that it was a uniform appearance issue. Okay then, why do their officials wear shorts? Oh that's right they took Bike training slots away from the officers so they could ride bikes. But come to think of it I haven't

seen very many FRU officials out riding their bikes but they do like to wear their bike uniforms/shorts. Now that interesting the previous Inspector on the Capitol Division had all officials wearing uniforms with garrison hats. She must have been wrong to do that and our new Inspector is more enlightened, except the old Inspector let the officers wear shorts and the now the new one doesn't. Anybody confused yet? Which Inspector was more enlightened? Officials in shorts / Officers in long pants OR Officials in long pants / Officers in shorts. I'd give you the Inspector's cell number to call and vote but then I'd be really taken off his Christmas list.

- Did you hear about the officer who was held over on an emergency draft list only to be ordered to take the Inspector's "take home" cruiser to vehicle maintenance for an oil change. That was money well spent. Do you want me to swing by the grocery store for you too?
- How about that vacancy announcement for the Deputy Chiefs? They can't have had a current CP-535 in their jacket. Wow that must have eliminated all those trouble making Inspectors. Funny though isn't it, all of the announcements for the officers state that you cannot have received a 534 Warning in your jacket. K-9, Watch Commander's Office and Hostage Negotiators must need more integrity and are held to a higher standard than the Deputy Chiefs. Maybe I should have said "Double Standard".

Still Bitter,
Greg Baird

Executive Board

- **Chairman**- Jim Konczos
410-302-9685
jameskonczos@att.blackberry.net
- **First Vice-Chairman**- Gus "Papa" Papathanasion
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- **Second Vice-Chairman**- Chris Ferguson
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- **Chief Executive Shop Steward**- Tim Barker
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- **Secretary**- Greg Baird
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- **Treasurer**- Bill Scofield
703-309-9255
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- **Recording Secretary**- Bill Hynes
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- **Sgt-at-Arms**- Vacant

Chief Shop Stewards

- HD-Keith McFaden jkm2213@yahoo.com
- CD- Joe Yates yatesjoe@gmail.com
- SD- Mike Riley mikerileyfop@gmail.com
- LD-Justin Moore jmoore1916@vzw.blackberry.net
- FRU- Joe Parlette ajparlettefru1@gmail.com
- PD- Kenny Pittman Kenneth_pittman@cap-police.senate.gov
- Comm- Marcus Fleming marcusfleming@hoymail.com



PROPOSED 2011-2012 BUDGET

INCOME

MEMBERSHIP DUES	510,000	BUDGETED FOR 980 MEMBERS
RENT	12,000	SAME
MONEY MARKET INTEREST	1,500	130/MONTH
MISCELLANEOUS INCOME	0	
<u>TOTAL INCOME</u>	523,500	PROJECTED INCOME FY 2012

EXPENSES

BANK FEES	200	SAME
CHAIRMAN'S CONTRIBUTIONS	6,500	SAME
OFFICE AND COMPUTER UPKEEP	12,500	COMBINED EQUIP+COMP MAINTAINENCE
FLOWERS	3,000	REDUCED
LODGE DUES	46,000	SAME
INSURANCE	2,500	INCREASED (UNDER BUDGETED)
MEMBERSHIP EVENTS	10,000	REDUCED (FAR OVER BUDGET LAST YEAR)
OFFICE REPAIRS	200	SAME
OFFICE SUPPLIES	2,000	REDUCED
REIMBURSEMENT LODGING	0	NEW
REIMBURSEMENT TRAVEL	0	NEW
REIMBURSEMENT MEALS	0	NEW
POSTAGE AND PRINTING	2,500	COMBINED TWO ITEMS
ACCOUNTING	12,000	AUDIT - SAME
EMPLOYEE SALARY	5,000	DRASITICALLY REDUCED
PROMOTIONS	50,000	INCREASED 10,000
LEGAL FEES	175,000	FOR BOTH ATTORNEYS, PROJECTED OVERAGE
TAXES	7,500	SAME
TELEPHONES	2,500	SIGNIFICANT REDUCTION
UTLITITES	3,500	SAME
MORTGAGE	59,000	SAME
RETIREMENT CAMPAIGN	0	VOTE AS NEEDED
ANNUAL SCHOLARSHIP	5,000	TO INCLUDE THE NEW OFFICER'S SCHOLARSHIP
<u>TOTAL EXPENSES</u>	404,900	A REDUCTION OF \$800 FROM FY 2011

The increases are:

1. We increased scholarship because we now have a scholarship for Officers. An increase of \$2,500
2. Equipment and computer maintenance was increased \$2,000 to provide for server and web support.
3. Insurance was under budgeted last year. An increase of \$1,500
4. An additional increase of \$1,000 for accounting FY 2012.
5. Legal was significantly increased because of our second attorney.
6. Promotions were increased by \$10,000. This covers gifts.

And we're still \$800 under the 2010-2011 budget

ELECTION AND CAMPAIGN RULES United States Capitol Police Labor Committee

The nomination and election of the Labor Committees Executive Board and Chief Shop Steward positions will be conducted in accordance with the By-Laws of the Fraternal Order of Police, United States Capitol Police Labor Committee dated July 27, 2006; the Constitution of the Jerrard F. Young Lodge D.C. #1; and the Labor-Management Reporting and Disclosure Act of 1959, as amended..

1. Term of Office: The officers elected will serve a two-year term which will begin on September 1, 2011 and end on September 6, 2013 in accordance to Article 4 Section 4.7 of the Union By-Laws.

2. Eligibility to Hold Office: As provided in Article 4 Section(s) 4.1 and 4.2 of the Union By-laws, any member who is an active dues paying member in good standing for one (1) consecutive year shall be eligible to run for office.

3. Nomination Notice: A Special Membership Meeting notice will be posted on Union bulletin boards and web page announcing the nominations.

4. Special Membership Meeting Nominations for the offices of: Chairman, First Vice Chairman, Second Vice Chairman, Secretary, Executive Chief Shop Steward, Recording Secretary, Treasurer, Sergeant-at-Arms and Chief Shop Steward(s) for the following Divisions, Capitol, First Responders, Senate, House, Library, Patrol and Communications. Nominations will be accepted at the July 27, 2011 Special Membership Meeting. Time: 0700 hrs. to 1000 hrs. Place: US Capitol room H405. Nominations may also be made in writing or via email and must be received by Secretary Greg Baird at 1320 G Street SE Washington DC 20003 (Union office) or greghb28@yahoo.com no later than 1000hrs on July 27, 2011. In order to nominate candidates, a member must be in good standing as specified in Section 4.1 and 4.2 of the Union By-Laws.

5. Nomination Acceptances: A candidate must accept or decline nomination if present at the nomination meeting. Any nominee not present is required to submit a written acceptance to Secretary Greg Baird in accordance to Union By-Law Section 4.6 by 1500hrs the fourth (4) calendar day following the Membership meeting in which the nominations took place.

6. Candidate Eligibility Determinations: The Election Committee will review Labor Committees dues records to determine the eligibility of all nominees. Eligible nominees will be notified of their eligibility, provided with a copy of these rules, and asked how they wish their names to appear on the ballot. Ineligible nominees will be advised of the reason(s) they are not eligible to run for office.

7. The Election Committee Chairman: Ray Mudd, will handle all candidates' questions regarding election procedures, inspection of the union's membership list, and distribution of campaign literature, observers, and other campaign rules. 202-544-4813

8. Inspection of the Membership List: Each candidate may inspect (not copy) the Labor Committees membership list once within thirty (30) days prior to the election. No candidate is entitled to receive a copy of the list. The membership list will be available for inspection at the Union office located at 1320 G Street SE Washington DC 20003 between 0700-1500 hrs. on every Wednesday prior to the election or by a scheduled meeting with the Election Committee Chairman prior to the election.

9. Distribution of Campaign Literature: The Labor Committee will honor any reasonable request by a candidate to distribute campaign literature to members at the candidate's expense. Requests will be provided to the Election Committee Chairman in sealed, stamped envelopes which are ready for mailing. Each candidate should check with postal officials to determine the proper postage. Candidates must pay for each mailing to cover the cost of address labels to distribute their material.

10. Campaign Restrictions: Federal law prohibits the use of any Union or employer funds to promote the candidacy of any person in a Union officer election. This prohibition applies to cash, facilities, equipment, vehicles, office supplies, official time and time paid by the employer (annual leave, compensatory time, sick leave) Union officers and employees may not campaign on time paid for by the union or the employer. Federal law also provides that candidates must be treated equally regarding the opportunity to campaign and that all members may support the candidates of their choice without being subject to penalty, discipline, or reprisal of any kind.

11. Voter Eligibility: As provided in Section 4.2 of the Labor Committee By-laws, any member who is currently paying dues will be eligible to vote in this election.

12. Election Notice: A notice of the election will be mailed to the last known home address of each Labor Committee member no later than fifteen (15) days prior to the elections. The Election notice will state the date, time, place, candidates and positions. Election notices will also be posted on Union bulletin boards and the Unions web page.

13. Absentee Ballots: Only Union members in good standing who are on excused days off or on absent due to approved department leave (annual, compensatory, sick) or extended absence will be eligible to vote using an absentee ballot.

14. Observers: Candidates may be their own observers or they are entitled to have observers present at the polls and the tally of the ballots. Observers do not have to be members of the Labor Committee. Candidates should submit the names of their observers in writing to Election Chairman not less than twenty-four (24) hours prior to Election Day.

15. Election Day: The election will be held from 0600 hrs. August 24th through 0600 hrs. August 25th. Members may be asked to provide a form of identification (i.e. Capitol Police ID) to determine membership eligibility. After determining that a member is eligible to vote, the Election Committee will mark the member's name off the eligibility list. The member will be asked to sign a voter register, be given a ballot, and instructed to vote in secret using one of the voting areas available for the election. No campaigning will be permitted in the polling area on Election Day. Only the Election Committee, candidate observers, and members who are voting or waiting in line to vote will be permitted in the polling area.

16. Tally of Ballots: Ballots will be counted by the Election Committee after the polls close on Thursday August 25th beginning at approximately 0615hrs at the voting site. The candidate who receives the highest number of votes cast for each office will be declared elected. Any tie votes will be decided by a special election that will take place within ten (10) days of the original election date.

17. Election Results: The election results will be posted on Union bulletin boards and the Unions web page after the tally is completed.

18. Election Records: The Labor Committee Secretary is responsible for maintaining all nomination and election records for at least one year after the election, as required by federal law.

19. Questions or Problems: Candidates and members with questions about the nomination or election procedures should contact a member of the Election Committee. Any violation of these rules should be reported promptly to the Election Committee so that corrective action can be taken, if necessary.

20. Protests: Any candidate may challenge an election by filing a protest in writing with the Election Committee Chairman, (Ray Mudd) within ten (10) calendar days after the election. 202-544-4813