



THE GRIEVANCE

UNITED STATES CAPITOL POLICE LABOR COMMITTEE

August 14, 2013

ELECTION EDITION

As a member of the Labor Committee you will soon be asked to cast a vote, those of you on the Capitol and House Division(s) will vote for your Section Chief Shop Steward, while all union members will be entitled to vote for various challenged positions on the Executive Board. Your right to vote is a responsibility that should not be taken for granted. Your vote will determine who represents you for the next two years in all matters work related; needless to say you have a vested interest in participating.

Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) establishes the standards for elections of union officers. Local unions must elect their officers by secret ballot of the membership, while local unions must hold elections at least every three years, our union bylaws request election cycles to be every two years, Shop Stewards on even numbered years, Chief Stewards and Executive Board members on odd years. Unions and employers may not use their funds to promote any one candidate but union funds may be used to conduct an election. A union member in good standing has the right to nominate candidates, be a candidate subject to reasonable qualifications uniformly imposed, hold office, and support and vote for the candidates of the member's choice. A union member may file a complaint with the Secretary of Labor, Office of Labor-Management Standards (OLMS) or the office of Compliance (OOC) alleging violations of union officer election procedures. However, the union members must first exhaust internal election remedies or invoke such remedies without obtaining a final decision within three calendar months. Should one of our members make an allegation, for the sake of transparency I will have our Judiciary Committee respond with their findings and the member will still be encouraged to pursue their complaint in the aforementioned venues.

This issue of our newsletter is intended to give you a glimpse of the candidates, their accomplishments, and goals. All candidates whether involved in an election or not were given an opportunity to submit an article for this addition. I hope you take the time to read the articles, make an informed decision and vote.

Chairman's Article

While my nomination was uncontested, I am honored to serve as your Chairman for the next two years. At the conclusion of this term, I will have had the privilege of representing our membership for a total of six years. I will continue to lead this union selflessly, while promoting solidarity which is the foundation of any organization. I am dedicated to doing what is best for our officers and the Union as a whole and that will not change. The Union is not about individualism but showing a united front that focuses on long term goals for all, not immediate personal gains for individuals. My integrity will not be swayed by those who want me to ignore our contract and bylaws for their own benefit or for the benefit of their friends, which unfortunately has happened quite frequently, that is simply not who I am. I have taken great pride in the accomplishments of my Executive Board; we have been transparent and dedicated, we have strived to give back to the membership whenever possible, we have acknowledged the births of children, the passing of family members and the retirement of our union members, we have improved the scholarship program while continuing with giveaways and events like the Washington Nationals outing, Veterans Day Luncheon or our Holiday Winter party, but our crowning achievement was retaining the law firm of Woodley & McGillivary to represent our Labor Committee.

I understand there is apathy and lack of communication in the union; unfortunately it begins with your elected union officials. As I hold myself accountable to the membership, every Shop Steward and Board member will be held to that same standard. You can't image the frustration of having management address roll call to give the "Unions perspective" and for me to find out not only was it wrong, but that I had Stewards in attendance allowing it to go unchallenged. The Stewards have also allowed a supervisor to take credit for a change, when in fact it was something WE addressed and won. If the union official actually read the emails I sent out, they would have known that. There will be no more breakdowns in communications, not knowing the contract or bylaws, refusing to file grievances, refusing to address roll calls and complaining that these are "voluntary positions," or those who simply want to go through the motions that will be a thing of the past.

This is why our election process is crucial to the overall state of our union, your vote counts, so be heard. Being elected is no glorified popularity contest, these positions have responsibilities. Does experience count? Absolutely, but does your candidate have the dedication and drive to succeed, be passionate about their goals while articulating a vision to achieve that success? Can they put in the discretionary effort to really make a difference? If not do they deserve your support?

In closing, I want to thank the union membership, my Executive Board and Shop Stewards, I also want to thank my wife Debi and daughters Lauren and Rachel, without their support and understanding there would not have been a third term.

In solidarity,
Jim Konczos



DIVISION ELECTIONS

Capitol Division Chief Shop Steward

Mark Brown

versus

Jodie Penny

I appreciate being nominated as Chief Shop Steward of the Capitol Division. Currently I am the Shop Steward of CD-1 and have held this position for about four years. I believe in equality and officers being treated fairly. I am a big advocate of communication and believe if officers are better equipped with knowledge of what's going on, they will know how to deal with a situation.

Confidence between the officers and the Shop Stewards is at an all-time low. To increase that confidence on both sides, any section issue should first be communicated through your Shop Steward. If that fails your Chief Shop Steward will be next in line to ensure that your Shop Steward advocates on your behalf.

Being a Chief Shop Steward does not come with any promises, but as your Chief Shop Steward I will do my best to resolve any issues between the section, officers, officials and Shop Stewards.

Thank You,
Jodie Penny

House Division Chief Shop Steward

Erik Elliott

versus

Paul Musterer

The elections for House and Capitol Chief Shop Steward will be August 21, 2013 from 0430 hours to 1630 hours. This will allow all sections the opportunity to vote.

The elections will be in the Capitol Division Break Room and Longworth Cafeteria.

EXECUTIVE BOARD ELECTIONS

Secretary

Greg Baird

versus

Travis Wells

Hello,

My name is Greg Baird and I am running for the position of Secretary. I was elected to this position nearly four (4) years ago and I wanted to take a few moments to discuss some of our accomplishments.

1. We have increased our membership from 811 to nearly 1000 members. We've done this by reaching out and addressing officer's individual and collective needs and issues with management.
2. Our finances were in trouble, we had only \$40,000 in our accounts and our audit report stated that if things didn't turn around soon we would be in bankruptcy. Our spending was out of control to include \$40,000 for cell phones, \$6,000 for office supplies, \$58,000 for employees, nearly \$100,000 for consulting fees and lobbyist who produced nothing. I could go on. One of the first things we did was eliminate the free cell phones and reduced and controlled our spending. We came up with procedures to better track our finances and hold ourselves accountable. We now have nearly \$285,000 in our accounts.
3. The building that the Union purchased in 2007 had a balloon payment due In September of 2012 and it did not look like we could pay it. Additionally we were under water in our mortgage. We were technically in default of our loan because we were not banking with the mortgage holder, which is what our loan agreement stipulated. We came to an agreement with Eagle Bank concerning our mortgage and banking and last year, after some hard work, we were able to refinance the building with a much better rate. What was once a major problem is now an asset that provides equity and stability to the Union.
4. We created a death annuity for our membership, so that we can help provide support to your families in time of need. Article 19 of our By-laws outline this annuity.
5. We lowered our membership dues.
6. We have hired one of the best law firms in the country to represent you, our membership. They have taken your representation to a new level. They are some of the best at what they do and I am grateful to have them working on our side.
7. We updated our By-laws and clarified many of them.
8. We created an Affiliate Membership for those on the Department who are not covered by the Collective Bargaining Agreement.

I have spoken of us as an Executive Board and I have been a part of that Board. I will say that in my position as the Secretary I have been a part of much that has been done. None of us acted alone or by ourselves and it would be a discredit to all to try and single out any individual. I have just been one of eight working on your behalf. We are in the middle of contract negotiations and management has not lessened in their inconsistent managing practices.

So much has happened in the past four years, there is still a lot to do and I will continue to work hard on your behalf. Not only representing you with management, but in doing many of the mundane things that come with being the Secretary which include; recording the Minutes of all meetings, enforcing the By-laws, insuring that Robert's Rules of Order are followed, acting as the Parliamentarian, making sure we are in compliance with our

Charter and the many other things that are a part of this job. As the Secretary you're responsible for making and posting all of the fliers and posters, tracking and updating the WEB page, providing information to our auditors during our audits and the filing of the LM2 report to the Department of Labor. The Secretary creates and tracks all lists for the membership's gifts for audit purposes. The secretary also organizes the Officer's and Student's scholarship contests and everything that goes into that. You will gather and provide needed information to the Judicial Committee and act as a liaison between them and the Executive Board. The Secretary also puts together the News Letter and gets it printed and distributed.

Much of this work is done on your own time and behind the scenes. I work the midnight shift and I'm often stopping on my way home at the Union's office to take care of "internal" Union business. I don't say any of this to brag or boast, I simply say it to let you know what's involved in being the Secretary.

I will continue to work hard and provide the experience needed to help our Union run smoothly in front of and behind the scenes. I realize that we can all communicate more effectively and I will continue to look for better ways to communicate within the Union. I would appreciate your support and vote in this upcoming election.

Thank you for your support,
Greg Baird

Hello Fellow Officers,

As you may know, I was nominated to run for the position of Union Secretary. I would like to take this opportunity to introduce myself to those who don't know me and outline my strategy should I be elected Secretary. I have been an Officer on the Hill for eight years. In those eight years, I've seen our Officers impacted both positively and negatively by management decisions. I have always been a vocal advocate for the positive changes enacted by our management and an outspoken opponent of those changes that pose hardships to our Officers. There are many challenges facing us today - from communication with leadership to extreme discipline and non-progressive discipline. I believe that in order for the Union to operate effectively and have a positive impact on quality and morale in the workplace, we need to re-evaluate our strategy and work to build a more cohesive work force - it's difficult to effect change when there's a divide amongst us. My goal is to continue being a zealous, outspoken advocate for the Officers' welfare and to rebuild the Officers' trust in the Union by taking actions that get results. This will be challenging, but with persistence and unity we can make a change.

Thanks for taking the time to vote. Your continued support and involvement in the Union is critical to its success.

Very Respectfully,
Officer Travis Wells

Executive Chief Shop Steward

James Myers

versus

Mike Phillips

versus

George Torres

My name is James Myers and I have been your Acting Executive Chief Shop Steward since March 2013 after Tim Barker resigned. I previously served as the Senate Division Chief Shop Steward before being asked to serve in my current position as the Executive Chief Shop Steward by Chairman Jim Konczos. A month prior in February 2013 I was asked by Jim to serve as the Negotiations Committee Chairman and to be the Chief spokesperson for contract negotiations. I've been performing two tasks for our members in the past five months which has been very time consuming and requires a great deal of knowledge of our Collective Bargaining Agreement, Department policy, Laws, Rules and Regulations. I appreciate Chairman Jim Konczos having faith in my ability to handle both assignments. I have successfully served as your Executive Chief Shop Steward and Chief Negotiator for the Union and intend to continue doing both, but that requires you to vote for James Myers as the Executive Chief Shop Steward. The time to learn how to represent and perform the job of a Shop Steward isn't by running for the Executive Chief Shop Steward position. For my opponents, one of which who hasn't been a Steward and the other who is still learning how to be a Steward, I ask that you consider what's best for the membership and not your personal ambitions.

My commitment to our members is that if your Stewards aren't fulfilling their obligation to you, the member, I will do it for them and request through the Judiciary Committee their suspension or removal from their position. If your Steward needs assistance, I will help him/her represent you and train them on how to help you. You are entitled to assistance by your Stewards in Grievances, CP550 appeals, Disciplinary Representation/Grievances, FMLA claims, workman comp claims, Investigatory Interviews, addressing conditions of employment, etc. If that's not happening contact me, via email at jwmyersjr@gmail.com and I will ensure that you get the help that you need. Remember that you and your coworkers need to vote for James Myers so that I can fulfill my commitment to hold your Shop Stewards accountable or to teach them how to represent you, but I can't do that if you vote for my opponents.

Thank you,
James Myers

USCP/FOP Labor Committee Members,

My name is Michael Phillips and I am running for the position of Executive Chief Shop Steward.

I have worked for The United States Capitol Police since December 28, 2003.

I graduated from the University of Delaware, where I received a BA Degree with a concentration in Psychology and Criminal Justice/Sociology. I was also in the United States Marine Corps, where I served honorably for 7 years.

My career with USCP began when I was assigned to ROC Class 144, where I served as Class President. Following graduation, I was assigned to FRU 2 where I completed my Field Training. After five years with FRU2, I transferred to the Capitol Power Shift Section which eventually merged with CD2. Currently, I am assigned to the Capitol Division 4/10 section.

My experiences over the last ten years have allowed me to become more knowledgeable of the policies and procedures of our department. I have successfully resolved matters by being tactful, patient and persistent with management. My knowledge and experiences also allowed me to guide fellow officers to adjudicate issues with positive results.

I will strive to establish a productive working relationship with management by rebuilding communications to resolve all issues at the lowest level. I will get things done with tact. I will not only use my experiences, but I will also be persistent. I hope you afford me the opportunity to serve as the next Executive Chief Shop Steward.

Thanks for your support!
Michael Phillips

My name is George Torres Jr. and I've been with the United States Capitol Police since October 20th, 1997, prior to that I had been enlisted in the United States Marine Corps for 6 years. This coming October I will be entering my 22nd year as a federal employee. My first assignment on this department was to CD3 where after our tragic loss on July 24th, 1998, I decided to become involved with the FOP as a Shop Steward. I served as a shop steward on CD3 until the events of 9/11 and then was reassigned to DPD on various protective details. In May of 2003 I left DPD to my current assignment of HD2 where I have served as shop steward and Interim Chief Shop Steward. I have also served as chaplain for the USCP FOP. During my time at Capitol Police, I have served on numerous task forces and was also involved with the Chief's Advisory Committee under Chief Gainer and Chief Morse. As a member since the union's inception, I've always been an advocate of protecting officers' rights. I do remember when we had no union and some of the abuses that as officers we would have to endure. Although some may say that the union does not do enough, it is always a work in progress. I believe that every day that we ALL go home, is a successful day. I also believe in the contributions of ALL that come to the table, which hasn't always been a smooth ride for ALL parties involved. My goal is a better working environment where we can once again enjoy the camaraderie, suppress the divisions amongst us, and move forward to make this a better department for ALL of us.

Treasurer

Mike Detorie

versus

Sung Je

Recording Secretary

Dan Donahue

versus

Keith McFaden

For position of Recording Secretary:

I have been with the USCP for 6 ½ years and have been assigned to Capitol Division power shift, House Division section 1, and Capitol Division section 1. I have served as the shop steward for both H1 and currently I am the shop steward for FRU1. Prior to joining the USCP I served in the US Army where I attained the rank of Sergeant First Class and worked in a number of operational and staff positions.

My goal if elected is to increase the communication between the Executive Board and its membership. I am a firm believer that the Union is providing a service to its dues paying members and that they should be kept informed of anything that is going on at the E-Board level. I would also like to pursue an aggressive campaign to address common issues that are affecting membership hill wide. In the past, I have worked on the Union's cell phone working group, worked on impact and implementation for the department's new policies, and have assisted more recently with contract negotiations. I will appreciate your support.

Thank you,
Daniel Donahue

Brothers and Sisters,

My name is Keith McFadden and I am running for the Recording Secretary on our Executive Board.

I am currently assigned to the House Division / Section 2. I have spent my entire (13.5) years on the House Division, while spending nearly (8) of those years working as a Union official. The most recent function I had was to serve as Chief Shop Steward for (4) years. I also had the pleasure to head up the last Collective Bargaining Agreement team which helped form the current CBA we now work under.

I have always worked well with management. Sometimes we agree, sometimes we don't but my main focus has always been the welfare of the officers and trying to better the conditions we work under.

I have always been organized and have one main purpose if elected into the position of recording secretary. That is to keep our membership informed of any and all goings on within the Union and within the Department. Organized meaning monthly, bi-monthly, quarterly newsletters. All dependent on what the membership wants. We all need to be updated on issues. A well informed officer is a much better well rounded and well educated officer. I hope you will consider me for the position of Recording Secretary and I hope to serve you faithfully on our Executive Board.

Thank You & God Bless,
Keith McFadden

Sergeant at Arms

Kinsey Jones

versus

Vince Summers

To: United States Capitol Police

I hope that this message finds you well. I am writing to you in an effort to gain your vote in the upcoming election for the position of Union Sergeant at Arms. Please give me a few moments to introduce myself.

My name is Officer Kinsey Jones (PD-1). I joined the U.S. Capitol Police in June 2000. I was assigned to CD-1 and CVC-1 until 2012. I have been in the law enforcement community (local and federal) for nearly 20 years. The knowledge that I have gained over those years have led me to today.

The reason why I come to work is not just to support my kids but because I have developed a strong camaraderie with people that I truly treasure as friends. I believe that you honor someone by working for them.

Every complaint should be heard. Every complaint is worth fighting for. No matter if you were part of the last graduating class or you are preparing for retirement. You have and will continue to make a difference and your voice should be heard.

The U.S. government gives labor the right to form or choose a labor union in order to improve their working conditions. Dr. Martin Luther King Jr. said, "The ultimate measure of a man is not where he stands in moments of comfort and conveniences, but where he stands at times of challenge and controversy."

If you asked me I would tell you only the good things about myself. Like going on a blind date with someone you haven't met yet. So I ask you to ask around and if you are still not sure feel free to contact me at toaosbg@gmail.com.

I thank you in advance for your consideration and wish you the best wherever you may be.

Officer Kinsey N. Jones III (PD-1)

This month I want to talk about Esprit De Corps or more simply put, MORALE. I felt this would be an appropriate topic to discuss since recently I have had several conversations with officers at the Capitol Division about the low morale on the division. I also had a conversation with a female officer on the Senate Division who was very passionate about the lack of morale on her Division and what could be done about it. My position on this topic is pretty simple. First, if you are going to wait on the department to do something about morale, you are going to waiting a very long time. Almost like waiting for the second Ice age. In other words, it's never going to happen. So what do you do? Most importantly, what do we do as a department and a Union? Here is a GREAT idea! We as a collective try and create our own morale and unity in this very important area, create our own Esprit De Corps! We need to help ourselves before we ask or expect others to help us. There were events last year that were put together for that very purpose and many of you chose not to participate. The Nationals Game and the Christmas Party were planned by the Union to help boost morale, to help bring us together. Did you go to either of these events? I sure did. As a matter of fact, I went to both events. The Christmas party was a wonderful event that most of you decided not to participate in. I personally

had a great time with my wife and co-workers. Officers that came to the Christmas party told me how wonderful a time they had and how unfortunate it was that we had such a low participation. I say this to push the point I made earlier, you can't boost morale without participating in events that are planned to boost morale. You can't complain about morale, if you choose to be part of the problem and not the solution. We have to help ourselves people. The only way things will change, is if WE change them. Your Union is trying to restore the Esprit De Corps, and no one seems to notice or care. Well ladies and gentleman, here is your chance to help bring back morale, to rally together. We have a baseball game coming up Saturday, September 14, 2013. Tickets are 15 dollars along with a 15 dollar food voucher. Will you be there to support the beginning of us starting to help ourselves? Will I be there? Absolutely, because I believe that this is just what we need to bring back the Esprit De Corps of USCP!

On another note the elections are here again and I am again running for the position of Sergeant at Arms. I am of the opinion that a lot of the goals that I have set out to accomplish, I asserted and then some. For example, I have attended meetings with Gus Pappa to ensure that the kiosks are cleaned and sanitized for officers. Working closely with Mike Detorie to ensure dayshift LOC officers get appropriate breaks. I have represented the officers on the Senate side and the Capitol whenever trouble knocks on the door. I have also been a strong advocate and supporter to build up our own morale as stated earlier in this article I worked tirelessly on last year's Christmas party. These are some of the goals that I set last term. However there is one goal that has eluded me and that goal is decreasing the pay scale for all officers. Meaning, instead of maxing out at 26 years you max out in 20 years which will increase your pay much quicker. I have been in conversation with House Sergeant at Arms, Mr. Paul Irving. I have had two informal meetings with him in reference to decreasing the pay scale; both meetings with him were extremely positive. The main reason I'm targeting Mr. Irving first is because he was instrumental in decreasing Secret Services pay scale when he was an agent there and I tactfully made sure I mentioned that to him. Chairman Konczos is setting up a meeting with both Sergeant at Arms so that the E-Board members can discuss this in a formal setting. It is my belief that this goal is attainable regardless of sequestration. All it takes is dedication and hard work and that's what I have always brought to the table.

Thank you,
Vince Summers

**The elections for Executive Board will begin at 0700 hours
August 28, 2013 through 0700 hours August 29, 2013. This
will be a 24 hour vote.**

**This will allow all Union Members ample opportunity to
vote. This vote will be held in the Capitol Visitor Center
Room # SVC-203**