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**THE GRIEVANCE UNITED STATES CAPITOL POLICE LABOR COMMITTEE**

**Date:** September 21, 2016

**ELECTION EDITION**

With the retirement of Jim Konczos there is a need per our By-laws for a Special Election for the open Executive Board positions of Chairman and First Vice Chairman. Those of you on the Capitol Division will also vote for your Division Chief Shop Steward. Your right to vote is a responsibility that should not be taken for granted. Your vote will determine who represents you until the next election cycle in all matters work related; needless to say you have a vested interest in participating by voting.

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 By-laws 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 their 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 the 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 we will have our Judiciary Committee investigate and respond with their findings. If the member, if not satisfied, they 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. Please take the time to read the articles, make an informed decision and vote.

**UNION WIDE ELECTIONS**

**CHAIRMAN**

Gus 'Papa' Papathanassiou

Versus

James Myers

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ARTICLES BY THE CANDIDATES

Gus 'Papa' Papathanasiou

ELECT Officer Gus 'Papa' Papathanasiou for Union Chairman

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Greetings Brothers and Sisters:

On June 30th 2016 our Union Chairman Jim Konzcos retired from the USCP and stepped down as our Union Chairman. As a result of Jim's retirement I assumed the Chairman's responsibilities in accordance with the Union’s By-Laws ‎under Article 3.3. In tandem, I also appointed Officer Paul McKenna to the position/responsibilities of First Vice Chairman, which was supported unanimously by the Executive Board. Under Article 4.8 of the Union By-Laws, I insisted on holding a special election as soon as reasonable for the Chairman and First Vice Chairman positions within 120 days.

I have served as a Union representative since 2006, serving as a shop steward on the House Division and briefly as a Chief Shop Steward until 2009. I have served as the First Vice Chairman from 2009 through June 30, 2016 when Jim retired. I will be entering my 15th year on the Department and I currently work on the House Division Power Shift, 1300-2100 hours.

As a Union representative I have represented and assisted many of our Officers who were facing discipline and unreasonable working conditions. I've attended numerous meetings with management to improve our working conditions and environment. I have worked hand in hand with our Shop Stewards and fellow Executive Board members to strengthen our Union and represent you, the membership.

The past three years under Chief Dine’s tenure‎ were not the best for this Department or the Union. Morale sank to an all-time low and the Union’s relationship with the Chief and management became distant and non-productive. Moving forward I want to turn things around, improving and working with all of management, resolving our issues and improving the officer’s working conditions and morale, moving us in a positive direction. I realize we won't always agree with management on every issue, but I know we can negotiate and move things forward to improve our working relationship.

Through the years I have learned that we must use our resources wisely. Not all issues, grievances or arbitrations are resolved overnight, and the system can and will take a long time to reach a resolution. It would be nice to say that we can win every grievance, reduce every penalty and win every fight. Unfortunately that is not true or realistic, but what I will promise is that I will represent you to the best of my abilities.

Jim Konczos laid a great foundation upon which to build and if you elect me I plan on continuing to move our Union in a positive direction. As the Chairman I want to reach out to all Sections to ensure that you are being represented fairly and that your voice is heard. I will continue to lead by example and will look for ways to improve our Union. I ask for your support, come out and vote on October 6th, as your VOTE counts.

In solidarity,

Officer Gus 'Papa' Papathanasiou

Chairman

FOP/USCP Labor Committee

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James Myers

On October 6th at 0600 hours through October 7th at 0600 hours, many of you will be required to travel to another Division to cast your vote for Chairman and 1st Vice Chairman. Due to this inconvenience most of you will choose not to vote. I encourage you to take the time and cast a vote for change. If elected Chairman of our Labor Committee I will propose changes to our bylaws requiring the Union to have ballot boxes at the Capitol, House, Library, Patrol, and Senate Divisions for all future elections of the Executive Board, special elections of the Board, and any ratification of the Collective Bargaining Agreement.

You may be asking yourself why I should vote for James Myers to Chairman of the USCP-FOP Labor Committee? I’ve been serving as an Officer of the Union since 2009, starting off as the S1 Shop Steward and in 2011 I was elected as Senate Chief Steward. At the beginning of 2013 I was appointed by Jim Konczos after board approval as the Chairman of the Negotiation Committee. Approximately a month later In 2013 I was appointed by Jim Konczos to a vacant position on the Executive Board as the Executive Chief Shop Steward and later that year I was elected for a two year term as Executive Chief Shop Steward. I performed two roles within the Union, serving as the Executive Chief Shop Steward and the Chief Negotiator for contract negotiations from 2013-2015. In July of 2015 I was nominated for the 2nd Vice Chairman position but due to the birth of my daughter at the beginning of August I was unable to meet the deadline for the Union newsletter and didn't campaign while out on FMLA. I am providing that information because multiple people have addressed my lack of a newsletter article for that election as me just not caring. That couldn't have been farther from the truth, I chose to focus my attention towards my wife and newborn child who were still at the hospital. I lost the election to the incumbent, but continued to serve as the Chief Negotiator for contract negotiations, negotiating with the Departments 4th Chief Negotiator. I am currently serving as the S1 Shop Steward, the same night I overwhelmingly won the contested election for Steward the Executive Board removed me from the negotiation committee.

Many of you have heard the rumors that began in August spreading like wildfire at the Capitol Division and then to other divisions. The copies of the unfinished agreement being waived around at roll call on the House Division. All of this pertaining to contract negotiations of what has been tentatively agreed to between the USCP and the Union back in 2014 and the PDF copies that have been readily available to every Board member since. The two Executive Board members leading these rumors used contract negotiations to further their campaign for reelection in 2015. However they now claim to oppose what has been negotiated. They fail to disclose to members, the back door meetings that were held with Matt Verderosa to renew the current contract, a contract that stays in place until a new one is ratified by a vote of the membership. It is sad when members of the Executive Board take privileged information, i.e. the tentatively agreed contract articles, and begin opposing what has been agreed, merely to tarnish my reputation only once Jim Konczos retires and they are made aware that I was challenging Gus Papa for Chairman. If Chris Ferguson focused on his actual duties as 2nd Vice Chairman then maybe half of these released Department policies would be challenged by the Union.

The release of the Departments Firearms and Ammunition directive made its way through the impact and implementation process within the Union without challenge by Chris Ferguson under the leadership of Gus Papa. One day maybe the Union will be ran like a business vs. a boys club and people will be held accountable for failing to do their job as outlined in the bylaws. In August I filed an individual grievance on the directive through the chain of command to the Chief of Police who refused to meet with me prior to issuing a response. It took Gus Papa awhile to look past politics and recognize that he couldn't allow the Department to violate the contract even for an individual grievance filed by James Myers. But that’s perfectly “ok” because the Department has now opened themselves up to an “unfair labor practice” at the Office of Compliance. The Union has not been supportive of the grievance, though they’re the ones that dropped the ball, so I hope information doesn't surface during the ULP supporting a claim of interference by the Union. The Union should always support the protections of an employee’s individual right to file a grievance with the Department, even if they do not agree with the grievance and/or remedy. Anyone in the Union who wants a copy of the grievance that I filed can email me at jwmyersjr@gmail.com to make the request and for discussion.

In 2014 I presented a copy of the Unions CBA proposal that the USCP and the Union agreed would be better addressed by the U.S. Capitol Police Board to House Sgt. At Arms Paul Irving that included a pay scale that would allow officers of the Department to reach their maximum pay at year 20 vs. the current year 26. The pay scale also provided for steps at each year up to year 20 in lieu of those years that officers would have to wait for their next step increase. I have no information to support that the current Executive Board has made any efforts to advance the progress of the proposed pay scale. Given that Congress wanted a higher COLA than the projected 1.6% increase that we may get in 2017 and the statistics show that government employees are 9% behind the private sector, I believe 2017 to be the perfect year to lobby Congress for a compressed pay scale. In accordance with 2 USC 1921a, an increase in pay benefits for members of the USCP only requires approval of the Police Board and the support of Congressional Committees that provide oversight. If I am elected Chairman I will personally lobby the Police Board and those members of Congress needed to further the Unions agenda to provide better benefits and conditions of employment to its members. I am currently working on an updated copy of the original proposal to reflect the 1.6% increase and will release it as I address sections during my campaign.

If elected Chairman of the USCP-FOP Labor Committee, I will focus my attention to the following;

1. Amend the bylaws to make it mandatory for you to be able to vote on your assigned Division.

2. Incorporate a more efficient organizational structure to the Union.

3. Lobby for a compressed pay scale.

4. Provide immediate training to Shop Stewards and Chief Shop Stewards to make them adequately capable of representing your interest by focusing on how to conduct formal meetings, provide representation at OPR, The CBA interpretation and negotiating through memorandums of understanding, and grievances.

5. Look at possible alternatives to paying $2300 a month in a mortgage and the additional cost of routine maintenance/upkeep for the Unions office. I will look at getting a larger space from the Department and leasing options for space closer to Capitol Hill. Then bring a proposal to the membership for approval.

6. Proceed through impasse procedures for the remaining articles of CBA negotiations and get it to a vote by the membership.

7. Develop a Labor Committee Facebook page

8. Within a month of election I will visit roll calls and afterwards address roll calls quarterly.

9. Change the name of this newsletter.

10. Address any upcoming leave restrictions imposed by the Department and challenge their necessity, length and frequency.

11. Push for an increase back to the 15% leave previously enjoyed prior to the Union entering into a bad agreement that didn't provide language requiring an increase after sequestration. I filed a grievance in October of 2014 after a budget was approved to go back to 15% but your Executive Board voted not to take it to arbitration. I voted to take it to arbitration, ask Gus Papa how he voted. Gus Papa was the #2 of the Union when the agreement was made to reduce leave to 12%.

12. Continue to fight a culture within the Department that says it’s ok for an Inspector to teach select subordinate employees how to take a Department promotional exam, but it’s not ok based on a conflict of interest for you to drive Uber and perform other various outside employment activities off duty and outside of our jurisdiction.

Please take the time to vote. Vote for the person that you believe will take the Union in the direction that best suits your interests.

Vote for,

James Myers

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**FIRST VICE CHAIRMAN**

Paul McKenna

Versus

Mike Detorie

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ARTICLES BY THE CANDIDATES

Paul McKenna

Hello, my name is Paul McKenna and I'm running for 1st Vice chairman of your E-Board. I started with the Department in June 2003 and have been assigned to the House division since then. During my tenure, I have served as a Shop Steward for H2 and H3, as well as the Chief Shop Steward. I have also participated as a member of both the Arbitration committee and the Negotiations committee. I am married and have a son in his senior year at Old Dominion University.

First, I would like to talk about the new contract. I know you all have a lot of concerns about it. I am also very concerned about it. I want everyone to know that as your 1st Vice Chairman I will make sure this contract is thrown in the trash where it belongs. When I was a member of the Negotiations committee I advised, and voted against giving up our rights to:

 Annual leave will not count towards the 85-hour threshold for overtime

This wasn't completely given away but under the new contract you will have to work more than 24hrs in the pay period for your annual leave to count toward the threshold. This is unacceptable, not only for the obvious reasons. One concern is what will Mgmt. ask for during our next negotiations? Will it be 30 hrs? 40 hrs? It's a step in the wrong direction! I vote NO

 Calling in sick daily

I voted against this and my reasons are simple. We gave Mgmt. something and we received nothing in return. I see us fighting to keep officers off leave restriction because your officials will count each day as one occurrence. There is a definition section, but, do you really believe your officials will take the time to read it? I vote NO

 Being suspended vs. taking from your leave balance in discipline cases

Why would I want to have to work overtime just to make up for the time I was suspended? All that just to get back to the money I would have made on a regular non-overtime check?

 I vote NO

My opponent voted yes to all these changes in the contract. I'm not trying to put him down, by saying that. That is how he feels but I just happen to think he is wrong.

If elected as your 1st Vice Chairman, these are just some of the things I want to see accomplished:

- Online Voting

- Better communication between the E-Board, Shop Stewards and Union Members

- Secure webpage for all filed grievances. This would allow our shop stewards to stop fighting the same fight across different divisions. If the same grievance was filed at the Capitol why should the shop steward at the Library have to fight it again?

- Create and implement long-range goals for the Union. Where do we see the Union in 1yr, 5yrs or 10 years? We need to have plans in place and then work toward our goals.

In addition, what is most important to me is:

Putting the needs of our members above my own! As a Union official, your wants must come second to what the membership wants. I have seen too many union officials make deals with Mgmt. that only benefit themselves. It's wrong and I won't stand for it! I want all officers treated fairly… I believe in having a good working relationship with our officials in order to get my job done quickly and efficiently….no one likes discipline hanging over his or her head. Unfortunately, we all know that some officials don't believe in that. That is why we must not be afraid to put our grievances on paper and fight for what is right. “Speak softly and carry a big stick” is one of my favorite quotes. If elected, my promise to you all, is that I will never stop fighting for you and fighting for what is right!

So, with all that being said…we all know talk is cheap and our actions are what define us. Everything I just wrote are just words to those of you that don't know me. How do you know I'm a man of my word, that all the things I have written are the things I truly believe in? Talk to friends and old classmates you know on house division, or officers who have previously worked on house division with me. I believe my reputation will speak for itself. I will also be walking around to each of the divisions and introducing myself. I hope to get a better idea of what the important issues are on your division.

Thank you for taking the time to read this and please don't forget to vote on Oct 6th-7th.

Respectfully,

Paul McKenna

First Vice Chairman

FOP/USCP Labor Committee

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Mike Detorie

Vote For Mike Detorie

MIKE DETORIE FOR FIRST VICE CHAIRMAN

My name is Mike Detorie and I am asking for your vote in the election on October 6, 2016. I am running to become the First Vice Chairman. I currently serve on the Executive Board as the Treasurer, a position I have held since January 2013. I have a collateral assignment as the Union’s chief negotiator for the current contract term negotiations. Prior to my current service on the Executive Board, I served as the Chief Shop Steward for the Library Division from August 2011 to January 2013. I previously served as the Chief Shop Steward at the CVC from August 2007 to January 2009. After that I served on the Executive Board as the Executive Chief Shop Steward from January 2009 until September 2009.

My duties as treasurer include preparing, and presenting for ratification, the annual budget, approving disbursement of all Union funds, and facilitating the annual audit. However, my real passion is representing colleagues who find themselves on the wrong side of a Department action. I have represented officers from every single division in matters including CP-550 appeals, terminal disciplinary actions, back pay claims for a variety of CBA violations, statutory and health-and-safety complaints at the Office of Compliance, and institutional grievances.

I have helped dozens of officers recoup hundreds of hours of lost pay or time. I represent officers during investigative interviews on a regular and consistent basis. I zealously advocate for the bargaining unit as a whole, and individual officers at every step. I use every tool at my disposal to advance a position on behalf of an adversely affected officer or group of officers—grievances, complaints, and contacts in the media.

I am well versed in all relevant procedures related to discipline, changes in conditions of employment, and challenges to any rule or regulation that conflicts with law or results in a less favorable conditions for the people that actually carry the weight of the Department on their backs—the Privates, PFCs, and Technicians who faithfully man their posts day in and day out.

I am unwilling to accept the maxim that the Department can saddle us with the fallout from poor management and bad operational decisions because of their statutory rights to determine the mission and assign personnel. At the end of the day, the Department’s leadership is comprised of fallible individuals. And while they may mean well, they frequently make decisions that leave the rank and file worse off.

None of you should be shy about advocating for better working conditions. I’m certainly not, and if you elect me as First Vice Chairman, I will strive to make sure the Department is consistently accountable to its own stakeholders, the officers. Please cast your vote for me on October 6th!! Feel free to email at mdetorie@fop.net with questions about the CBA or any other matter I can assist you with.

Fraternally,

Mike

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**CAPITOL DIVISION CHIEF SHOP STEWARD**

Donald Blasi

Versus

Mark Brown

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ARTICLES BY THE CANDIDATES

Donald Blasi

Dear Members,

My name is Donald Blasi and I am running for Chief Shop Steward position for the Capitol Division. During my time here with the Capitol Police I have had the opportunity to work on many shifts and sections of the Capitol Division and I've had the pleasure of working alongside many of you.

As your Chief Shop Steward I will work closely with each section’s Shop Steward to make sure they have all the tools and information they need to do the job you elected them to do. Also, I will meet regularly with the Inspector to address any issues or concerns that may arise or prevent them before they become issues if possible. I understand this will be no easy task and one I don't take lightly, but with your support I am confident I am the right person for the position.

Between now and the time of elections please feel free to come to me with any questions you may have and I will be happy address any concerns. Thank you!

Respectfully,

Donald Blasi

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