Heroes

By Joseph Andalina

Sully Sullenberger, he of pilot fame that landed an airplane on the Hudson River, saving all 155 on board, once said when asked “How does it feel to be a hero?” He replied “This hero stuff doesn’t get you much past the front door, no matter who you are.”

I think most of you would agree. Being a cop doesn’t get you to the head of the line at Disney World. No influence either with your chief’s accusation of misconduct regarding discounted coffee. And it can’t get you in at the movies, nor can you really have it your way at Burger King.

The only “front door” you may likely have is as a first responder to a domestic disturbance, armed robbery, or burglary in progress. And there are not many takers with that, are there? But we readily do it—because we are heroes.

Yet the public, the press, your neighbors, and the mayors expect you to be front and center on the firing line at all times. Be there, too, while they demonize your work ethic, behavior, and spread their propaganda to the public to reduce or eliminate your health benefits, wages, and of course, your pension. And yes, this is a strategy and purposefully done.

No, this is not going to be another diatribe on pensions. You have heard it all before, and if you’re not ready to fight for it by now, you never will. Just don’t drink the Kool-Aid your chief, mayor, or possibly your deputy chief wants you to drink.

When they get into that rarified air, all they think about is their pensions, getting promoted to the next level or getting re-elected.

It’s still a paradox to me that our profession is seemingly stuck in the middle of this ambiguity. On one hand, we are the chosen profession to demonize in order for politicians to

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Chaplain’s Column

By: Thomas Ross

There was a group of young hikers wandering through dense woods. They were singing and having a grand time. As the sun begins to go down, some of them got worried. How are we going to get out of here, they wondered. Their leader, who was more familiar with the woods than the others, said confidently, don’t worry, I’ll get you out. I know my way around here well. Well, then it got very cloudy, and there was lightning and thunder and the rain poured down. By the time it stopped, it was very dark. The sky was hidden behind clouds and there was no moon to peak out. Some began to sob and cried out. Take my hands, said the girl who knew her way around, I know the path even in the dark. They all blamed their leader for getting them lost. Some said they were going in the wrong direction and lures and how we live it out. They were about to break away from the leader. She said just a couple of more minutes. You know what happened? They stumbled out on the road and their SUV was right there. A cute story that in the end talks of Faith and Trust. We could say the story is similar to our own lives. Suffering, sadness and pain are inevitable parts of the human story. Not one of us will walk through life without losing someone we love, experiencing illness ourselves or of family members and the grief – the death of family members. We all have come face-to-face with the various stages of mourning. We have learned that although healing eventually comes, first comes the period when the suffering is so complete there’s no way to see beyond it. These are the times I can attest to from my work at the hospital—when words simply won’t comfort, there is nothing to do but to live in the midst of the grief, to walk through it as if through a storm. It’s hard to accept this, especially when someone we love is hurting. It’s natural to want our loved one to speed through the dark valley into the light of healing.

I think sometimes we believe that if only I could say the right thing, I could help my grieving friends move swiftly through their pain. But experiences show there are those in first raw moments, we don’t need someone to jolly us out of our misery. We need someone sitting quietly next to us, acknowledging our suffering and letting us be. We somehow come to understand we are not alone in our suffering. I saw wonderful Church sign the other day—it read: God has promised us a safe landing. He did not say it would be without turbulence! We all are in the flight of our lives and will be challenged with the turbulence. Hopefully, unlike the hikers in our story that began to turn on their guide, we should be looking for a higher power to be with us in these ups and downs. It’s a call for FAITH and TRUST.

Stay out safe there! Peace to all. Chaplain Tom Ross, Sr sligo8@wowway.com

Chief’s Follies

By: Joseph Andalina

A Jolly Folly!

It is not often we find a mayor who is up for collective bargaining. But we found one in the June/July 2014 issue of American Police Beat magazine. In their editorial page is an op-ed piece from Tom Henry, the mayor of Fort Wayne, Indiana. He writes (and I will quote as written):

“Soon the city council will consider city ordinances that would possibly eliminate the ability for employees to participate in collective bargaining. I am opposed to efforts that would take collective bargaining rights away from city employees.” He goes on to say he wants “to increase the number of high wage, high skill job in our region.” He adds that they should be putting their energies into positive returns and not into divisive, questionable ideas that undermine our most important objective. He wants the focus away from labor fights. He praises his employees and the jobs they do in the city.

He adds “Take away a worker’s voice and you take away his or her dignity.” Am I reading all this correctly? Yeah, I am, because I read it twice. How gratifying to find one public official, albeit in a different state, actually come out in on-line chats.

In a federal complaint, he was booked on possession of two child porn videos from his state office. Can’t get more brazen than that. Well, maybe he could, but I don’t like to think about it.

A week later, after the seizure, he resigned. Hard to go back to Springfield with this charge over your head.

Makes some of the recent arrests for bribery in the assembly ranks look almost harmless.

Farnham’s story also made it in American Police Beat. They felt this was noteworthy. They reported also that allegedly in one of the “chats” Farnham said about his sexual preferences “Twelve (years old) is about as old as I can handle. I love them at 6, 7, or 8.” Sickening it is and made worse that he was a sponsor of two separate bills in the House asking for tougher penalties on child porn.

Innocent until proven guilty, but my fondest wish is that he is the first recipient of his “tougher” penalties for child sex abuses.

As reported in our last Chief’s Follies, a former state rep, Keith Farnham, was arrested for using his personal and his state owned computer in order to trade hundreds of images of child porn while engaging in on-line chats.

Yeah, I know, very creepy! And he was a legislator, to boot!

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Innocent until proven guilty, but my fondest wish is that he is the first recipient of his “tougher” penalties for child sex abuses.

Say goodbye to Uncle Misery

Last July, a small town police chief in Sapinaway, Oklahoma, was arrested by the State Bureau of Investigation for allegedly molesting two girls. The mayor was shocked, as most are when they find out that their hand-picked prima donnas are possible perverts. The chief was appointed in the first place to help “weed out the bad” in Sapinaway. Batman he ain’t. Sometimes they forget to weed out themselves.

Detectives report that the abuse was believed to have gone on for a couple of years.

Wish we had a few in Illinois! A Jolly Folly for sure!
One for the good guys

The big news out of Springfield was the Illinois Supreme Court ruling that might put the proverbial stake in the heart of Illinois Democratic politicians who are attempting to destroy our pensions.

As you know, it’s back to the drawing board for Illinois politicians in light of the state’s Supreme Court’s recent decision on health/retirement benefits. Or at least they may have to come up with some other phony arguments.

First a couple of months back, a downstate judge froze the implementation of the bill that aimed to cut the state’s unfunded liability (and again, whose fault is that) by raising retirement benefits, capping the maximum benefits and utterly destroying retiree cost-of-living increases.

Unions told these politicians over and over that this was unconstitutional in that they could not arbitrarily diminish our retiree benefits. But the Nekritz’s, Madigan’s, Crosses, and others of their ilk convinced the General Assembly to pass a bill that we thought would be denied. They just did not care about us.

But the cabal did not stop with them. They partnered with civic federation type groups and the editorial boards of newspapers whose logotha or repetitions and pathologically incoherent speech pushed the politicians to new heights of zealousness.

But in Kanerva v. Wiens where the state tried to make retirees pay a portion of their health insurance premiums, the Illinois Supreme Court in early July struck down that legislation. The court ruled 6-1 in favor of the good guys.

Legislative News

by Joseph Andalina

Chief’s Follies

So apparently the chief was part of “the bad” before he was hired to clean up Gotham City, er, no, Spavinaw.

And by the way, he is 75 years old. Not sure how much weeding you can do at that age.

Not quite “Under the Dome,” but...

It’s close. A deputy in Houston, Texas won a lawsuit of $567,000 for damages from his ex-boss, Constable Pan Matranga. Must be like a chief, I guess.

She, as his boss, was accused of forced “motorboats.” I have never heard of this before. And I am not making this up. She was accused of walking up behind Mr. Gist (the deputy constable) and pulling her shirt over his head and according to Mr. Gist, kinda held me in a headlock under her shirt.” He said he tried to back away and did not reciprocate.

The boss says untrue, he is just mad because she didn’t promote him. She says she never sexually harassed anyone and did not motorboat him—but admitted he did not motorboat him—but admitted to doing it to other deputies. Id say it doesn’t look too good for her, then. A photo of the boss illustrates that she is no Kim Kardashian. One can only come to their own conclusions as to why his boss putting his head under her shirt resulted in a $567,000 payment. I could see whipping him and chaining him to a post while she was dressed in dominatrix black. Or maybe waterboarding. That could be devastating enough to call for the above award. Well, at least this is something different to grace our Follies.

Discipline

When you talk about discipline, it is usually a given that there is a modicum of truth to some allegations. The problem then becomes what is an equitable punishment. And of course, there are the shoddy investigations by chief-directed IA people. This is especially true if they no longer admire your methods of policing.

I could describe multiple actual issues that we are currently attending to, but I do not want to jeopardize ongoing cases with possible vindictive brass. So a few examples from a Public Safety Labor News newsletter will serve the purpose.

State of Florida: a 27-year supervisor left an unsecured firearm in an office. He was terminated. A subsequent arbitrator found that he had a good work record and no prior discipline. That and an employee received an 80-hour suspension for a similar offense. Gee, who was the disliked cop here? He was reinstated with back pay.

City of Rockford: A cop was terminated for being unfit for duty. An arbitrator found that evaluations conflicted on the officer’s fitness were more than two years old. A third mutually selected doctor found the officer fit and he was reinstated.

We see a lot of this fitness for duty crap and it is almost always crap, as evidenced by the fact that a lot of PDs use the same doctor to find a cop unfit.

City of Memphis: A cop was fired for allegedly inciting other officers to strike. An arbitrator decided that the discussion was about a prior strike. While inappropriate for roll call, it was during a tense time with labor relations. The arbitrator found that this was not a basis for discharge. The officer was reinstated and received a 10-day suspension.

The brass sometimes just can’t be fair. Knee-jerk reactions, DC’s flexing their muscles, or mayoral interventions. Fight it!

Editor: So that’s it. Stupid is as stupid does. And there was plenty of that here! Until next time.

More unimpressive news

Hit ‘em because they have it

HB3816: Millionaire tax ballot Question? More political chicanery. Look, if you have a million bucks, I don’t care. You have it—I don’t—so I have little right to take it from you. But Madigan wants to take it. So instead of just introducing a bill and leaving it to stand or fall, he and others want to place an advisory question about the tax to the voters. That tax would hit millionaires with another 3 percent surcharge. Democratic-wise as far as policy, it could be the proper choice. But it’s what you do with the windfall.

They want the revenue to go to the schools. What a joke. More wasted money. If you’re going to do this because you know most people don’t have a million smashers and will attempt to change the constitution. But that is a discussion for another time.

Things are looking up, but don’t be lulled into a false sense of security. Keep those cards and letters going to your representatives. They need to know how you feel.

The press has been mostly silent—licking their wounds a bit. It might be true that dealing with some in the media is like dealing with the devil. But for the record, I am not making such a sad connection between the two. But if the shoe fits?

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Fall 2014 Metropolitan Alliance of Police

More unimpressive news

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By: Richard Reimer and Keith Karlson

Illinois Supreme Court: Retiree Healthcare a Protected Benefit
Kanerva v. Weems,
2014 IL 15811

On July 3, 2014, the Supreme Court of Illinois issued the much anticipated decision in Kanerva v. Weems. In a 6–1 opinion, the Court considered the legality of the State unilaterally imposing an increase in the retirees’ portio

t of the cost for healthcare benefits provided to retired members of the State Employee’s Retirement System (“SERS”), the State University Retirement System (“SURS”), and the Teachers Retirement System (“TRS”). Four separate groups filed suit in Sangamon County challenging the State’s actions.

The thrust of the Supreme Court’s analysis focused on whether Article XIII, Section 5 (commonly known as the “pension protection clause”) barred the State from diminishing or impairing the value of public employees’ retiree healthcare benefits. “The question of whether the pension protection clause applies to an Illinois public employer’s obligation to contribute to the cost of health care benefits for employees covered by one of the state retirement systems presents an issue of first impression in this court.” The State argued the pension protection clause only applied to traditional retirement benefit payments, not retiree healthcare benefits. The court quickly dismissed that argument. The court wrote, if the Legislature “had intended to

protect only core pension annuity benefits and to exclude various other benefits state employees were and are entitled to receive as a result of membership in the State’s pension systems, the drafters could have so specified, but they did not.” The court continued, “We may not rewrite the pension protection clause to include restrictions and limitations that the drafters did not express and the citizens of Illinois did not approve.”

In their argument, the State claimed the floor debates during the 1970 constitutional convention supported its position. After explaining how the plain language of the pension protection clause made the floor debates irrelevant, the court nonetheless showed how the legislative history supported its decision. The court explained, “Delegates were also mindful that in the past, appropriations to cover state pension obligations had been made a political football and the party in power would just use the state contribution to help balance budgets; jeopardizing the resources available to meet the State’s obligations to participants in its pension systems in the future.” Citing to one delegate who spoke in support of the pension protection clause, the purpose of the clause was to guarantee, “irrespective of the financial condition of a municipality or even the state government,” public employees would have financial security during retirement. With regard to the intent of the drafters, the court wrote, “article XIII, section 5, was intended to eliminate the uncertainty that existed under the traditional classification of retirement systems and to guarantee that retirement rights enjoyed by public employees would be afforded contractual status and insulated from diminishing or impairment by the General Assembly.”

Going a step further, the Supreme Court explained while the Legislature, and some municipalities have discretion with regard to how they choose to fund their pension systems, they do not have an option to pay benefits. The court squarely held, “we have concluded that the provision was aimed at protecting the right to receive the promised retirement benefits, not the adequacy of the funding to pay for them. While this case does not definitively doom the current attack on retirees’ benefits, it does seem to indicate the way the court is going.

Riek and Keith have been affiliated with MAP for many years as top attorneys. They provide expert assistance in all things labor and pension. They can be reached at their office or via MAP.

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Heroes

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cut their political losses by demanding cuts in service, which relates to layoffs if concessions are not met (and don’t be lulled into a false sense of security—it is still going on) and a way to detract from their ineptness, malfeasance, or pure omissions in leadership. Do not let a few “wins” or rhetoric on heroes be a prescription for lassitude on your part. We should be treated as heroes even if we are not paid like one. It continues to be galling that politicians have reneged on so much of their fiduciary obligations to all the heroes in the public sector for so long and pay so little of a price at the polls. The guys and gals who dreamed up the scam to turn their ‘failure to pay’ into our pension funds into one where the press and public think we are the bad guys was amazing, wasn’t it? I wonder if they were Democrats or Republicans? Hard to tell the differences in Illinois anymore now—but trust me, it’s both. And then on the other hand we are expected to respect and maintain our ethics, which for the most part, we do despite occasional allegations of misconduct, most of which go nowhere. True heroes respect their oaths. It does not come lightly to us. It is like saluting our flag or putting our hand over our heart during the anthem. We truly never forget that we took one. Too many of the higher-up mayors, and politicians only give us lip service when the audience they are up against is pro-us. When it’s not, they are all doom and gloom when it comes to those of us who were or are on the front lines.

In their back rooms or their turf, it’s once more let’s forget about the cop stopping bad guys, or midnight with no back-up, the firefighters who fall through the roof of a major fire, a telecommunicator without sleep working multiple shifts or the public works guy shoveling endless miles of streets during a snowstorm. Then we are heroes. But only for a while. The traffic stop will be made, the fire extinguished, sooner or later the telecommunicator will get to go home, and the snowfall will cease.

Then politicians can go back to what they are—devious and untrustworthy. Even if I can trust a politician (and I have known some good ones) I’m kinda-sorta suspicious of their motives. I’ve had Republicans introduce legislation and then disappear because they “ain’t” supposed to be doing this for “Democratic labor dudes.” Crazy it is, but that’s how they work. Those of us who have been involved in the political arena wonder how sane, normal people can deal with it in a continual basis. So much disdain, distrust, and dissension.

But this hero thing, like I said, is perturbing. How the hacks in office, the press who should know better, and the public who rely on us can turn on the hero worship like you turn on your cable is dishonorable at its worst. We fight big battles in different venues in a myriad of ways to keep our communities safe and pleasant places to live. Yes, many places are not pleasant and the roots that make them unpleasant are deeper that we can discuss here—but it is not want for all of us trying.

And as heroes, whether the recognition is there or not, we will continue to hold our oath high and maintain our ethical standards. Because that’s what we do. Stay safe. Vita é bella.
Social Media: Issues and concerns

by: Jeffery Ortinau, JD

Two issues ago we started a series from Jeffery Ortinau on court cases involving social media. Here is the final segment.

Forth Circuit Appellate Court: Facebook “likes” are protected speech (with exceptions)

Let’s take a look at another U.S. Appellate Court case, Bland v. Roberts, 730 F.3d 368 (4th Cir. 2013) (No. 12-1671), that held in summation that Facebook “likes” was a protected speech. The case is a rather complex one, involving six Plaintiffs, all were former employees of the Hampton Sheriff’s Office, Virginia, some who were sworn officers and others who were non-sworn and worked in administration positions.

Facts: In Bland v. Roberts, 730 F.3d 368 (4th Cir. 2013) (No. 12-1671), plaintiffs, certain Sheriff’s Office employees, brought a civil rights action alleging that the sheriff retaliated against them, in violation of their First Amendment rights, because of their support of the sheriff’s electoral opponent. One of the plaintiffs had “liked” the opponent’s campaign page on Facebook.

Analysis: The district court granted summary judgment in favor of the defendant sheriff, holding, among other things, that merely “liking” a Facebook page is insufficient speech to merit constitutional protection.

Holding: The Fourth Circuit reversed in part and affirmed in part. After holding is substantive speech.

Fifth Circuit Appellate Court: Termination for Facebook post found to be permissible, non-discriminatory (private sector employer).

The growing influence of technology on labor and employment law has given us reason to examine these issues. One recent US Appellate Court case came from the Fifth Circuit, (Texas) in Rodriguez v. Wal-Mart Stores, Inc.

Facts: Virginia C. Rodriguez was dismissed from her job at Sam’s Club, a Wal-Mart subsidiary, after she violated company policy by posting the following comment to a photo that a friend had posted to Facebook:

I hear that Caleb didn’t show up for work on this day what’s up with that???? He is partying with you guys?? WOW and Carrie tried to call in for him and knew about this . . . you guys are amazing and bold enough to post these [pictures] hahahaha.

The friend complained to management and Rodriguez was found to have violated Wal-Mart’s Social Media Policy. Rodriguez admitted the facts that formed the basis of her Social Media Policy violation. This policy mandates, among other things, that online comments cannot appear “unprofessional, insulting, embarrassing, untrue, [or] harmful.” Rodriguez filed suit against her former employer.

Addison
Mark Besch
Hawthorn Woods
Michael Behan
Arlington Heights
Ryan Parcyga
Alsip
Benjamin Latham
Chicago State Univ
Drew Stephens
Cook County Disp/
Vehicle Svs
Lester Antos
Laura Cotton
Linda George
Rachel Koch
Drew Kosir
Elizabeth McCarthy
Barbara Perilato
Bernadette Resa
Leanna Zablotny
Cook Co SSD
James Fitzgerald
Diane Landi
Carmen Rogers
Crete
David Svarina
Crystal Lake
David Emrich
Michael Maloney
DeKalb County
Noelle Wold
DuPage County
Michael Ireland
Amy Jovanovich
Shaun Murray
James Nolan
Joseph Rodriguez
Lataisha Shavers
Michael Sikowich
DuPage Coroners
Christine Huebe
Eric Seggerman
East Dundee
Ryan Miles

Member News

Fox River Grove
Mike Palazzo
Hickory Hills
Michael Franks
Lake Forest
Erik Blomberg
Aron Kruchko
David Miniscalco
Lake in the Hills
Brian Anderson
Amanda Schmitt
LaSalle County
Ryan Woolford
Lisle
James Dester
Lucas Rider
Minoaoka
Renee Parrish
Momence
August Lebeau
Montgomery
Anthony Hall
Naperville Sgts
Charles Hintz
Daniel Fisher
NEIU
Sharice Terry
Orland Park
John McClafferty
Timothy O’Connell
Oswego
Cassandra Carbero
Jordan Lombardi
Palos Hills
Patrick Ryan
Palos Park
Ross Ricobene
Park City
Edwin Ruiz
Park Forest
Brian Buesch
Justin Malachowski
Quadcom
Kellie Clifton
Roselle
Kenneth Bus
Khalil Dalal
Streamwood
Benjamin Steinmetz
Tinley Park
Daniel Dwyer
University of II
Robert Altman
Christopher Eternino
Nicholas Eyer
Robert Larson
Robert Lopez
Jarrett Mester
Wesley Oliva
Wheaton Sgts
Ryan Conway
Karl Dillenkoffer
Wilmington
Karl Jurgens
Woodridge
Richard Waizak

Promoted
Arlington Hts
Grzetgsza Czernicki
Buffalo Grove
Tara Anderson
Paul Jamil
Vince Postano
Dean Schulz
Chicago State Univ
Marcella Sawyer
Harvey Sgts
Eric Armstrong
Marcus Patterson
Hickory Hills
Mark Bnaitis
Lake in the Hills
Lloyd Howen
Sean Feely
Matteson Sgts
Robert Debekis
Moraine Valley
Bernard Duffy
Mundelein
Jason Seeley
NEIU
Lawrence Loster

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Continued on page 11
Ron Cicinelli
Crete
Two Year Contract
Wages: 2% for 2012 and 2.5% for 2013 with Retroactive Pay
12 hour shifts codified in CBA ("New")
Canine Handler Pay ("New")
Uniform Allowance: Added additional benefit for items exceeding $350.00 ("New")
Training Reimbursement: Members guaranteed 81.75 of scheduled work hours, if training conflict exist ("New")
Vacation: Members allowed to cash out any unused hours of vacation time up to 40 hrs. ("New")
Vacation: Added new language regarding "annual leave" to help membership and administration facilitate an improved method applying and using vacation leave.

Keith Karlson
Glenwood
Tentative Agreements on a number of issues, took "Promotions" to interest Arbitration before Peter Feuille.
While the arbitrator crafted language to be included into the successor agreement that fell short of what the membership wanted; having language governing promotions is yet a benefit that was not present in prior agreements.
The issue of the village changing cameras around the police department during negotiations for this successor agreement is being challenged at the Illinois Labor Relations Board.
The contract is effective from January 1, 2012 through December 31, 2014
The 12 hour schedule is subject to the members' consideration within 30 days of ratification
Employees are able to carry over 40 hours of compensatory time to the following year.
Investigations into allegations of misconduct must begin within 90 days of the alleged infraction.
Employees will be informed of and afforded the right to respond to any and all disciplinary measures levied against them.
Grievances are now automatically advanced to the Chief's step rather than being advanced by the member if not resolved per the grievant's wishes at step 1.
Clarification to Holiday Pay
Included "Notice of Reduction" establishing a timely process for the employer to regain any benefits that were over compensated.
Wage increases as follows:
1/1/12, 1%; 1/1/13, 1.5%; 1/1/14, 2.5%
Side letter concerning overpayment which restricts the employer's ability to recoup any overpayment of wages and wage related benefits as of the ratification date.
Side letter regarding the use of video cameras around the police department.

Anthony Polse
Park City:
3.5% each year for three years
Added a ten-year step for officers, without increasing number of steps to top out.
Recognition of the efforts by the Police Department from the Village Board memorialized in contract.
Modification of holiday pay payout.
Remainder status quo.

Mundelein
Three-year contract. 2.5%, 2.25%, 2.75% raises
Shift Differential pay – lump sum $1000
New language on fitness for duty exams
New language on indemnification, dues deduction, and fair share.

New Members

Orland Park
Kenneth Rosinski
Schaumburg Cmd
Kurt Metzger
Will Co Mgmt
Paul Rojek
Will Co Mgmt
Jeremy Viduna
Jerrold Sales
Bolingbrook
Charles Nowy
Bartlett
Mark Lautenbach
Retired
William Villasana
Bartlett
Jerome Stopper
John Welffenbach
Asst. Chief
Crest Hill
Jeffrey Casford
DesPlaines Sgts
George Konieczny
DuPage County
Joseph Delguadice
Diane Ferguson
Des Plaines
James Jones
F Fleet
Mak
Mark Lautenbach
Demetrius Sales
David Malinowski
Bolingbrook
Steven Marek
Crest Hill
Michael Sauter
South Holland
Terry Carlson
Steger
Dan Borowski
North Park
Dan Kosartes
Ellison Park
Ron Ruguone
Wheaton Sgts
Presidential
Keith Karlson
Dues deduction, and fair share.

Chapter Elections

Congratulations to all of the officers who have been recently elected to their local boards.

CenCom
President
Terry Cappelen
Vice President
Jeff Callaghan
Treasurer
Dominic Martinez

Hanover Park
President
Todd Carlson
Vice President
Dan Kosartes

South Holland
Representative
Dan Borowski
Representative
Rob Wilson
Representative
Ron Ruguone

Mundelein
Three-year contract. 2.5%, 2.25%, 2.75% raises
Shift Differential pay – lump sum $1000
New language on fitness for duty exams
New language on indemnification, dues deduction, and fair share.

New Members

Orland Park
Kenneth Rosinski
Schaumburg Cmd
Kurt Metzger
Will Co Mgmt
Paul Rojek
Will Co Mgmt
Jeremy Viduna
Jerrold Sales
Bolingbrook
Charles Nowy
Bartlett
Mark Lautenbach
Retired
William Villasana
Bartlett
Jerome Stopper
John Welffenbach
Asst. Chief
Crest Hill
Jeffrey Casford
DesPlaines Sgts
George Konieczny
DuPage County
Joseph Delguadice
Diane Ferguson
Des Plaines
James Jones
F Fleet
Mak
Mark Lautenbach
Demetrius Sales
Bolingbrook
David Malinowski
Crest Hill
Steven Marek
Michael Sauter
South Holland
Terry Carlson
Steger
Dan Borowski
North Park
Ron Ruguone
Wheaton Sgts
Presidential
Keith Karlson
Dues deduction, and fair share.

Chapter Elections

Congratulations to all of the officers who have been recently elected to their local boards.

CenCom
President
Terry Cappelen
Vice President
Jeff Callaghan
Treasurer
Dominic Martinez

Hanover Park
President
Todd Carlson
Vice President
Dan Kosartes

South Holland
Representative
Dan Borowski
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Dues deduction, and fair share.
Social Media: Issues and concerns

Continued from page 8

based on age and national origin discrimination, and retaliation under the Texas Commission on Human Rights.

Holding: The district court granted summary judgment in favor of Wal-Mart and the Fifth Circuit affirmed. The court found that Rodriguez had properly shifted the burden of showing that the dismissal was of a non-discriminatory nature to Wal-Mart by establishing a prima facie case for discrimination. More significantly, the Court then reasoned that Wal-Mart had met this burden, as it showed that there were no motivating factors for the dismissal other than the social media policy violation. Closing thoughts and concerns: In today’s society, social media is being used more every day. The above cases were not Illinois State court cases. They were Federal cases, which can affect the outcome of cases brought in our state courts. Not every social media post is protected speech. If such statements are so egregious as to cause harm to the employer or of such character as to render the employee unfit for duty, employers have been allowed to take corrective action against the employee. There are issues and concerns that are being balanced with individual rights and social media usage. Be aware of your department’s social media policy. Any lawful policy should be followed. Contact your MAP chapter rep if you have any thoughts or concerns on this or any legal topic.

Legislative News

Continued from page 4

vote to take it from those who have it, use it to pay your government pension debt. Because it is their fault that it is a problem in Illinois.

Another “I don't have the guts to just do it”

HB3814: Quinn wants another voter referendum. This time, whether to raise the minimum wage of $8.25 to $10 by 2015. Madigan and others sponsored this bill. See a pattern? Are they so afraid that businesses will be pissed that they will take it to a vote so they can blame the people for any political fallout?

To hunt or to fish, that is the question.

HB4329: This would allow those over 75 years of age to purchase either or both licenses for a buck. Why 75? Well, because all the politicians know that most of us will be retired, dead, or won’t be able to hold up an elephant gun. Seniors should be considered 65 years of age, like at the movies or Denny’s! If you’re going to do this, what is with the 75 years of age crap?

About time

HB0005: This would protect expectant mothers (cops, too!) from having to choose between their health during pregnancy and work. Employers would be required to allow women to have reasonable accommodations in order to be relatively comfortable as baby time gets near. Like a desk job. Hear that, chief? Should have been done a long time ago. Quinn is expected to sign after both houses approve.

Let them eat cake…or pie

HB5354: Governor Quinn signed legislation to allow individuals and little kids to sell cookies and stuff from their homes without the Public Health Department butting in like a recent notorious case involving an 11-year old when she was stopped from selling cupcakes on the corner. The state is so broke they apparently want some vigorish on children’s pastries. Amazing that you need a law to do this with all the corruption that is rampant in state government. Long live the lemonade stand.

See you in the winter.

Critical Incidents information

In the last couple of months, MAP has sent attorneys to MAP chapters in Park Forest, Oswego, and Addison. All members involved in these shootings/discharge of firearm issues were represented by our legal staff. All cases have been resolved favorably for our police members.

Remember, MAP will be there for you when you need assistance in these scenarios. MAP will do its best to respond in a timely manner and to ensure that all of your rights are afforded and protected.

Quote: 1. You’re doing better than you think you are. 2. It’s less about you than you think it is. 3. You matter more than you think you do.

-Pastor Steve Furtick
Crash the Chatterbox

Gilberts News

The Gilberts PD v. Fire Softball game is an annual event. The police and fire departments all chip in to bring food and beverages for everyone and after the game, there is a bbq. This year, the police lost to the fire department 13-12 in a near epic comeback in the final inning.

Mike Lorkowski, Robert Wittenauer, James Levand, Daniel Gregory, Mike Izydorski, MAP attorney Tony Polo, Todd Block. Front row: Heather Rowlett
Shout-out!

Applause for the Buffalo Grove Police Department for making 7-year old Adam Brodersen of Palatine a cop for a day in their town. The young man with a heart defect spent the day with Officers Mike Martin and Derek Hawkins, Chief Steven Casstevens and Commander Jim Newton. A great story for our guys in blue. See that story at the Daily Herald earlier in July. Wonderful pictures, too.

New on the MAP

DuPage County Forest Rangers

Breaking the Silence

Please click on the following link to watch the latest video in reference to suicide prevention for law enforcement officers. Special thanks to 1ACP President Yost Zakhar, Sally Spencer-Thomas, Kenosha Police Officers Sergeant Aaron Dillhoff and GCU Officer Trevor Albrecht and all the Denver Police Officers and others who made this video possible for all their assistance, commitment and dedication to this project. Please share this video with anyone you know, forward it to everyone in your email directory. The video is specific to law enforcement but the message is important that we get the message out, suicide is a force for the National Action Alliance for Suicide Prevention. Please share this video with anyone possible for all their assistance, commitment and dedication to this project.

MAPUNION.ORG

Don't forget to check our web site for the latest news, blogs, and Chapter/MAP news! We are also on Facebook at Facebook.com/mapunion

SSsssss

Normally I skip this stuff, but among other cool stories of alligator, shark attacks, and the deadly Ebola disease, I liked this one.

In Fort St Lucie, FL, I saw a photo of guys holding a stretched out 12-foot python. Now, there are shows all over about python hunters, venom response teams and the like. This just shows what cops will do to make their communities safe. Can you imagine you and your partner wrestling a 12 foot snake with very sharp teeth and could kill you? Really cool.

I say that because in my younger days I caught timber rattlers, bull snakes, water snakes (who really are nasty mean) and many, many others. I still catch a few here and there and would sign up for that duty. I once got bit by a small captive Anaconda (and no, JLo was nowhere to be found when I got bit). These great cops found a home for the big boy, too.

Hope I didn’t creep any of you out. At least this piece is something different than the usual, and features a snake that doesn’t pretend to be anything but a snake.

Cops and quotas

By: Joseph Andalina

Many are talking about the new law going into effect that eliminates “ticket quotas.” Gone are the days when your brass calls you into their cubbyhole to advise you that you need to write more tickets—or else. I remember being told that as a starry-eyed rookie in the Land that Time Forgot—Bolingbrook PD. My lieutenant at the time (a great guy, God bless his soul) saved me a lot of grief as I was not a ticket writer by any means. Stopped a lot of people, but wrote "real tickets" to very few. Unless, of course, it was an act of an egregious nature, or someone really got into my face or punched me. Then they obviously wrote their own ticket.

Moving citations—no one likes them. Probably the biggest reason people hate us. Not the real bad guys, but the everyday folks who throw their garbage out and pick up their newspapers in their robes and fuzzy slippers, like me. When they drive, they sometimes forget about traffic laws and we are there to make sure they obey. That “absolute liability” thing is always on our side.

But quotas take away our discretion, especially when some hyper-active new sergeant with his shiny chevrons is trying to make an impression and expects you to write 10 tickets a night. Surely, they say, you can find all kinds of violations. Yes, I can, but I don’t want to write everyone I stop—and don’t call me Shirley.

So a major gripe for most of us. I say most because I know guys who could write 80 tickets a night. Unleashed on an unsuspecting public, ticket revenue skyrocketed along with the unsuspecting public, ticket revenue skyrocketed along with the.

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But the good news is that quotas cannot be used to evaluate officers any more. No comparisons to the guy who wrote 80 a night. Yay! But the chief can set a minimum number of contacts a copper must make during a certain period of time. Sad-face time now.

Contact in legal terms is defined as “any quantifiable contact made in furtherance of the officer’s duties,” which means more traffic stops, arrests, warnings, and crime prevention.

But then the law says “point of contact shall not include” the issuance of citations or the number of citations issued.”

So I see this as self-initiated activity. Got to make sure you quotas are not sitting around behind Wal-Mart talking about the next NFLer who got arrested.

But SB3411 was passed in the Senate by a majority of 57–1. The lone no vote was made by Tim Bivins of Dixon, who is a former sheriff. Hmm, who woulda thunk it?

From my cynical point of view, you can bet that some brass with visions of sugar plums will most likely attempt to convince you that writing tickets is your ticket to stripes. I can see them now, arm around you, whispering in your ear about the next sergeant test.

They will try to find a way to hold you accountable. So now it’s all up to you. Got a problem with quotas in your MAP chapter? You know who to call.
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