



The RAPSheet

Metropolitan Alliance of Police—News, Views and Events • Spring 2017 Issue

My Sap

By Joseph Andalina

The cute fellow that is pictured here is a sap. My sap. This is my sap.

There are many others like it, but this one is mine. My sap is my best friend. It is my life. I must master it, as I must master my life. Without me, my sap is useless. Without my sap, I am useless. I must use my sap true.

I must hit everyone who is trying to hurt me. I must defend myself, colleagues, and be master of my enemy. So be it, unless there is no enemy, only peace.

Table of Contents

Chaplain's Column	2
Chief's Follies	3
Legislative News	4
Garrity, Weingarten, UPODA	6
Bits n Pieces	9
Contract Corner	10
Member News	11
Local Elections	13
MAP Golf Outing	15

Okay, maybe I overdid it a little. Some of you will recognize the above dialogue from the Full Metal Jacket film from the 80s. It is tortuous to watch, but as entertaining as can be watching Lee Emery put “the boys” through the trials of Marine boot camp. He, in the original, is referring to his rifle and how the recruits better look after it. Their lives depend on it.

Well, getting back to “my sap,” as a new recruit at my old barn, the sap was a department issue. The uniform pants had a little pocket just to hold this little treasure. And treasure it was. I named this little fellow Mr. Bill. Not at first, but after the SNL snippets on the indestructable Mr. Bill episodes. I renamed it Mr. Bill from his original name of Topo Gigio (of Ed Sullivan fame, and yes, I am that old).

You can see the photo of Mr. Bill on this page with his demented look of shock. And yes, that would be the last thing a very bad person gets to see if Mr. Bill came out of his little green pocket.

I, on the other hand, would see the sleeping face side that would tell me that Mr. Bill was used correctly on the very bad person and was too, in fact, fast asleep on the pavement before me. You can see this picture too, on another page in this issue.

When I started my career, after we invaded the South during the Civil War, departments only supplied us Yankees with a nightstick and the wonderful sap.

We had to purchase our own firearms and for me, it was the .357 blue steel Highway Patrolman revolver Model 44.



Continued on page 7



Chaplain's Column

By: Thomas Ross

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A new year, a new era and a new Justice Dept. I am hopeful and hope you share the hope. Times have been very difficult for the cop on the beat and overall I see how well our law enforcement has handled this pressure and continued to do the good work you do every day. I think it has not been without bringing more pressure and stress to your jobs. The trials, sufferings, and challenges of our life come. What they look like may depend on the way we live our life, but to each person they do come. What we do with the stress that comes with it makes all the difference. When we learn to manage it, we start taking positive steps toward living that peace-filled life where we are effective.

Stress has been known to overcome us, if not managed. Stress shows up in our Emotions: Becoming easily agitated, frustrated, and moody — feeling overwhelmed. Having difficulty relaxing and quieting your mind. Feeling bad about yourself (low self-esteem), lonely, worthless, and depressed and avoiding others

It shows up in Physical Signs of Stress: Low energy-Headaches; upset stomach system; insomnia, and nervousness. And in the way we think. Constant worrying; racing thoughts, being pessimistic or seeing only the negative side

I found some thoughts on managing stress that I can see apply to each of us as we go about our lives.

1. Slow down, and take one thing at a time. Not everything has to be done today.
2. Don't sweat the small stuff, the sun will come up, the world will keep turning.

3. Ask instead of guessing – guessing what someone else is thinking just does not work
4. Balance work or family life with rest, no matter how much you think must get done
5. Be 10 minutes early wherever you go
6. SMILE – at yourself every single day. And then smile at someone who does not deserve it!
7. Read a book, reading books takes us to new experiences
8. Focus 10% on the problem and 90% on the solution. Problems remain problems until they are solved.
9. A recent study has confirmed again that exercise helps reduce the occurrence and severity of depression. So let's get up and get moving!
10. The study indicates people who exercise 3 to 4 times a week have 70% less occurrence and severity of depression! 70%!!! With exercise, the brain releases those chemicals in short supply when we fight depression.

So, why not consider some of these points? Stay safe, watch out for each other. Happy Easter to our Christian friends. ENJOY family and friends and look forward to spring.

Peace Chaplain Tom Ross, Sr
sligo8@wowway.com



Continued on page 5

Chief's Follies

By: Joseph Andalina

Since I was in Florida, let me start with a couple of gems in the Land of Sun, alligators, rattlers, and cockroaches.

A cockroach? You be the judge

John Michael Fleig served time in prison in 1997, twenty years ago, for being an accessory to a murder in Maryland. Apparently, according to the Tampa Bay Tribune article, he supplied a gun used in the killing of a friend's uncle and was the driver for the shooter to and from the murder scene. He testified against the shooter and got five years.

In his attempt to be mayor now in St. Petersburg, where he is a candidate, he states that he was not involved in the crime and was threatened if he did not keep quiet. So he concealed the crime from the police. And it came out in court that the shooter discussed with Fleig that he intended to kill the target by shooting him and cutting his head off with a shovel.

Fleig told him you can't do that to an old man, and you can at least have enough respect to (just) shoot him. What a guy, huh?

He showed the killer how to use the .380 and after the crime, threw the weapon over a highway overpass.

At the time while in Maryland, his charges were considered a misdemeanor. I know! That's what I thought, too! Now it would be a

felony.

He believes his past of 20 years ago should not impact his run for mayor. Well, why not I say? Plenty of a-hole mayors around — just look. And he apparently did talk the killer out of cutting off the victim's head with a shovel.

A good thing to have on one's resume.

More from St Pete's

In the just dumb category, the current mayor of St Petersburg, Rick Kriseman, apparently does not like the Trumpster.

He earlier had tweeted this:

"I am hereby barring Donald Trump from entering St. Petersburg until we fully understand the dangerous threat posed by all Trumps."

It was a playful tweet according to the Tampa press, even though he went on MSNBC and appeared on Israeli radio discussing this tweet.

It was tongue-in-cheek, says the mayor now.

Yep, you have to say something. The Donald does not appear to me to be a "tongue-in-cheek" kind of guy.

Gee, tell us how you really feel?

Here's another good one from an annoying alderman in Chicago.



John Arena
I am not ready to cead this country to the racist, classist, knuckle-dragging and generally subhuman puddle of DNA that makes up the base of Trump supporters. We have made too much progress since scrubbing the Bush idiocy from the Oval Office.

Write a comment... Post
esterday at 11:00 AM · Like · 4

And he doesn't see the hypocrisy of his Facebook post?

Alderman John Arena

· February 8 at 5:36pm ·

I am saddened to see such hateful imagery and language occur in one of Jefferson Park's former beloved Catholic schools and soon-to-be-home of a pre-k center. Now more than ever, we must open our hearts and minds to one another and be accepting of our differences. I hope we, as a community, can take a moment to reflect on this incident and look for ways to be more neighborly towards one another.

More idiocy in Chicago

We all know the Rahm dude is a vexing personality. What, with the suppression of "that" video, his cops acting "fetal," his crocodile "tears" and

Continued on page 5

Legislative News

by: Joseph Andalina

Federal Level

Well, on this level, the Trumpster is our new president. Congratulations on a grass roots, middle America triumph. It was interesting, even though the whole process was really gruesome.

Half the folks love him.

Half the folks despise him.

He looks and sounds grateful and I believe he will do a great job for those half who love him. But that's how it always goes. There is nothing new here.

If he makes America great again, that would be a good thing.

However, labor-wise, I'm not so sure. His conservative pick for the US Supreme Court will most likely not be labor friendly, and I'm pretty sure labor issues dealing with collective bargaining, dues, and right to work, to name three issues, will be in jeopardy.

State

Ahh, closer to home. Everyone is still fighting and resisting. Madigan will not agree to Rauner's turnaround agenda plan to get a balanced budget, or even a budget. But that's good for us — or those of us who collectively bargain or have a contract.

If the House or Senate cave, you will see a definite erosion of your wages, benefits, and pensions.

Rauner will not stop until he wins or fails in his re-election bid. He is determined to destroy your economic livelihood if you are in public service.

And the press and the public, for the most part, are supporting him.

Let's hope Madigan holds his party together in an effort to save our contractual rights. Otherwise, there will be a whole lot of shaking going on, and it will be very painful to your career.

New Laws

Over 200 new laws have been heralded in as of January 1st. Here are a few beauties:

- Any store selling synthetic drugs as "bath salts" will be in deep trouble. Fines up to \$150,000. Moral: don't bathe in anything that can make you high.
- Mary Jane: No more going to the pokey for 10 grams or less of holding onto that bombalatche. But more than that and you suddenly become a bad person.
- Hungry: If you are poor and you're in school, you will get fed by the school. Breakfast, that is — which I've been told is the most important meal of the day.
- Taps: Yes, those taps. If you are a student and want to go to a funeral and play taps, you must be excused from school. I hear registration to learn how to play a trumpet have risen 500 percent.
- Driver Education chaos: Students will be taught how to behave if the fuzz stops them. Videos will show what could happen if you swear at a cop, refuse to exit your vehicle,

tear up your ticket, kick the officer, have a weapon, or put your vehicle in reverse while driving to run over the nice policeman. And how to contact the Reverend Al.

- Employees on line: No longer can your boss demand a password or user name for social media. I bet it won't apply to cops. So beware.
- Catfish: ...makes my nature rise (Temptations tune). In this law, you can now use your pitchfork, spear gun or bow and arrow to catch dinner. (Probably the dumbest of dem dere new laws.
- Juvenile delinquent law: Raises the age from 13 to 15 for minors to have a lawyer for a murder interrogation, because of course all you detectives just want to frame and trick the little devils.
- It's official: The pirogue (canoe) is our new state artifact. At first I thought that was the Polish dumpling food, but "the blonde" straightened me out on that one.
- Cutting off your tootsies: Will only be defined as an amputation if it's limited to "10 centimeters proximal to the tibiotalar articulation." How long did it take our lawmakers to figure out what a "tibiotalar articulation" was?
- Doggies: SB3129 gives police officers first preference to adopt their police dogs. It's about time. Now the meanie chief can no longer prevent your loyal partner from being with their family once the

Continued on page 8

Chief's Follies

Continued from page 3

a plethora of mistrust that surrounds him comes this goodie.

The city wants to "relax" hiring standards to pull in more blacks and Hispanic officers. I'll let their union handle this insanity, but I ask this question.

Doesn't this insult black and Latino men and women that their standards of hiring have to be "relaxed" or lowered than white or Asian candidates?

I would be royally pissed if they told me Italians have a lower standard to be a cop. It's demeaning.

But here's my advice to Rahm. In or-

der to maybe raise your IQ in all these issues, maybe you should just stand on a chair.

Anybody need a tow?

Lake County Sheriff John Buncich and Portage Mayor James Snyder, and others were recently charged with Federal crimes of corruption.

An oldie but a goodie: routine towing and payoff deal which involves that time tested trick of soliciting and accepting money from tow truck companies.

It's called bribery and wire fraud, folks. A common thing from the leaders of some of our communities.

The sheriff alone is said to have received \$25k in cash bribes and \$7k in checks.

I guess we could say — those of us who don't know history are doomed to repeat it.

Editor: *Well, that's it for now. Join us next time in the Land of Oz, where Dorothy is an exotic dancer wearing only the ruby slippers and a well-positioned Toto the dog.*

Chaplain's Column

Continued from page 2

PASTOR: "Will everyone please turn on their tablet, PC, iPod, smart phone, and Kindle Bibles to 1 Corinthians, 13:13. And please switch on your Bluetooth to download the sermon."

P-a-u-s-e.....

"Now, Let us pray committing this week into God's hands. Open your Apps, BBM, Twitter and Facebook, and chat with God"

S-i-l-e-n-c-e

"As we take our Sunday tithes and offerings, please have your credit and debit cards ready."

"You can log on to the church Wi-Fi

using the password 'Lord 909887.'

The ushers will circulate mobile card swipe machines among the worshippers:

- Those who prefer to make electronic fund transfers are directed to computers and laptops at the rear of the church.
- Those who prefer to use iPads can open them.
- Those who prefer telephone banking, take out your cell phones to transfer your contributions to the church account.

The holy atmosphere of the Church becomes truly electrified as ALL the smart phones, iPads, PCs and laptops

beep and flicker!

Final Blessing and Closing Announcements.

- This week's ministry cell meetings will be held on the various Facebook group pages where the usual group chatting takes place. Please log in and don't miss out.
- Thursday's Bible study will be held live on Skype at 1900hrs GMT. Please don't miss out.
- You can follow your Pastor on Twitter this weekend for counseling and prayers.

God bless and have a nice day.

And Jesus wept....

Garrity, Weingarten & UPODA

By: Jerry Marzullo, MAP Staff Attorney

There are two seminal cases that every Metropolitan Alliance of Police member should be aware of. Those two cases are “Garrity” and “Weingarten.” A short synopsis of the two cases is below:

Garrity v. New Jersey (1967)

In June 1961, the New Jersey Supreme Court directed the state Attorney General to investigate reports of “ticket fixing” in the townships of Bellmawr and Barrington. During the investigation, six employees came under suspicion: three from Bellmawr, including a police officer, a court clerk, and Police Chief Edward Garrity; and three from Barrington, all police officers.

Before being questioned, each employee was advised that:

1. Anything s/he said might be used in a criminal proceeding;
2. S/he had the privilege to refuse to answer if the answer would tend to be self-incriminatory;
3. Refusal to answer would be cause for removal from office.

Each employee then answered questions, and some of their answers were used over their objections in subsequent prosecutions, which resulted in their convictions for conspiracy to obstruct the administration of the traffic laws. The employees appealed their convictions, arguing that their statements were coerced and thus in violation of the Fifth and Fourteenth Amendments. Their convictions were upheld by the State Supreme Court, and they appealed their convictions to the United States Supreme Court.

Issue

“... whether a State, contrary to the requirement of the Fourteenth Amendment, can use the threat of discharge to secure incriminatory evidence against an employee.”

Holding

The decision of the New Jersey Supreme Court was reversed. The employees’ convictions were overturned.

Reasoning

- “The threat of removal from public office... rendered the resulting statements involuntary and therefore inadmissible in the state criminal proceedings.”
- “The choice given petitioners either to forfeit their jobs or to incriminate themselves constituted coercion.”
- “The choice imposed on petitioners was one between self-incrimination or job forfeiture.”
- “The option to lose their means of livelihood or to pay the penalty of self-incrimination is the antithesis of free choice to speak out or to remain silent.”
- “Policemen, like teachers and lawyers, are not relegated to a watered-down version of constitutional rights.”
- “We now hold that the protection of the individual under the Fourteenth Amendment against coerced statements prohibits use in subsequent criminal proceedings of statements obtained under threat of removal from office, and that it extends to all, whether they are policemen or other members of our body politic.”

Commentary

This case and its progeny have become a critical part of public sector labor relations, particularly in law enforcement. Garrity-related issues have also become increasingly common in publicly operated nursing home facilities, where allegations of resident abuse sometimes arise. All citizens have the constitutional right not to be compelled by the government to incriminate themselves. This does not change simply because one is employed by the government itself. If public employees did not have Garrity protection, they would have fewer rights than other citizens.

National Labor Relations Board v. Weingarten (1975)

If you are a union member, you have a right to have union representation at any interview or meeting that could lead to disciplinary action against you. Weingarten established

Continued on page 11

My Sap

Continued from page 1

A really nice weapon that I still possess and look at when I need to remember what rookie policing was like. I caress the banged up and notched wooden grip in memory of how many times it fell out of my holster while chasing a very bad guy.

My sap never fell out as I was always holding it while in pursuit. We carried no pepper spray or high powered firearms. Only .357s with .38 ball ammunition. That was our chief’s version of being politically correct in those far off days.



There were no speed loads, just a pouch or pockets for ammo. No tazers or battery operated stunners. And no, we never had to get hit with a sap by our supervisor if we chose to carry one.

Unlike the poor saps — excuse the pun — who were forced to endure a stun gun or stick your head in a bucket of pepper spray, albeit to experience

what a very bad guy would feel if he got stunned or sprayed. Beyond stupid was that rule. Do they still make you do that?

They don’t make you get shot, struck with a nightstick, or get tazed, bro, so why the other stuff? Well, because they needed guinea pigs to make sure it was non-lethal. And many cops got conned. Not me. Stick the pepper spray in your arse, Sarge. No offense to my sergeants. I don’t need to get stunned to tell you that it f***ing hurts. Just call my partner, he wants to be promoted. He will do it and take one for the team. But I digress.

Well, since I imagine my sap would hurt a very bad guy, the department cleared its use but eventually forbade the carry of my most beloved sap. But it was a joy to behold. I really liked Mr. Bill.

Here’s the proper usage in case you are curious. You are chasing a very bad guy. You can’t shoot him, so you catch him. He has no weapon but his huge “hillbilly clubs” (arms) and strikes you. You pick up your butt and jump into the fray, swinging Mr. Bill from east to west or west to east, depending on your perspective.

That little piece of lead encased in finely stitched black leather strikes the soft flesh of the very bad guy. You hear a screech as old Mr. Bill comes down on the sap’s head. (See what I did there — the sap hits the sap.) The very bad guy fights no more.

He is arrested and booked and since we tended to know all the hill folk who fought with us every weekend, the next morning’s conversation would go something like this:

Very Bad Man: Hi Officer Andalina. I’m sorry I punched you last night. I’m sorry.

Me: That’s okay, Kevin. I’m sorry I hit you with my sap. I brought you some donuts. Are you making bond?

And then we would sit over \$.50 coffee from the gas station and talk about the Cubs, who were nowhere near winning anything and nobody cared.

When the very bad man bonded after we gave him medical treatment (which consisted of a couple of aspirin and free band aids), we waited until next week when it would happen all over again.

After a while, Mr. Bill (Topo) became a legend in this time in middle earth. Stories abounded as to whether Mr. Bill was a real person — like Popeye Doyle of the French Connection. After a few hits, nobody who was a very bad guy wanted to meet Mr. Bill.

And after providing peace and tranquility in the Land That Time Forgot, where did Mr. Bill eventually go when he was finally shelved?

Well, actually he went on my shelf where I look at him once in a while. But he is hoping to rise again and fight crime against a very bad guy.

Continued on page 8

My Sap

Continued from page 7

If that happens, he will be my gift to a new starry-eyed rookie when once more he can fight evil everywhere and save us or the department from a very bad guy. Oooh nooooo Mr. Bill.

The End

Vita é bella

Editor's note: *In an effort to provide the best in literary excellence and critical thinking, we ask you to rate this article by completing the survey in Bits n Pieces. Thank you.*



Legislative News

Continued from 4

dog retired. In the world of stupid, it's a good thing, as some brass were known to be hard asses over the adoptions.

Now for some oldies but goodies

To illustrate how dumb lawmakers have been in the past, they once forbade us to:

- Drink whiskey out of a bucket while sitting on a curb in Chicago
- Eating in a restaurant if it's on fire
- Take your French Poodle to the opera

- Go out in public if you're diseased, maimed, mutilated or otherwise a "disgusting" looking object
- Wear shorts while riding a horse if you are over 200 pounds and a woman

And my all-time favorite:

- You cannot go fishing if you are sitting on the neck of your giraffe.

Yes, this is why we have lawmakers and go crazy over political elections.

Later.

Bits n Pieces

By: Joseph Andalina

Thoughts and Prayers

Our deepest and heartfelt condolences to the family of **Bloomington Officer Raymond Murrell**.

He was taken from us all too soon when he was killed in an auto accident while responding to a call in his town.

Our thoughts and prayers are with him.

Officer of the Year

Officer Bartek Giera has been named Mount Prospect Police Department's officer of the year. He was honored at a recent village board meeting, along with three runners-up.

He serves as a foreign language translator, speaking Polish, and also works as a breath test operator. But it was his ability to capitalize on seemingly routine traffic stops that lifted him to the top among his peers in 2016.

Also nominated were **Officer Maureen Kerrigan**, **Officer Nick Mavraganis**, and **Investigator Alison Teevan**. Congratulations!

Rate My Sap.

The survey should not take you more than 1 ½ hours. That's from like 1300 to 1430 or something. Chiefs will be granted an extra ½ hour if they can't find their crayons.

- Press down firmly and use a No. 1500 pencil, except for chiefs who can substitute colored pencils for crayons.
- Rate this article from 1 to 350. One being a one digit number, and 350 being a three digit number.

Joe, you are:

- So funny
- LMAO
- You are kidding, right?
- Who approved this crap?
- LMFAO
- I'm dying here
- No, literally, dying
- It gave me gas
- You are making America great again
- I'm in that basket of deplorables and can't get out
- You stink
- You're a dork
- You're cute for an old guy
- Did you dye your hair?
- I stopped reading after My...
- I can't read. When does the audio book come out?
- Why were you born?
- No wonder chiefs hate you
- I will follow you anywhere (this one was signed by Scarlett Johansson)
- Please stop
- Please don't stop
- You're a vermicious knid
- Try again next issue

Major News of Believe it or Not

A prison inmate revolt led to four

hostages being taken at the James T. Vaughn Correction Center in Delaware. One hostage had died before officers took control.

One inmate said that the reason for the takeover included "Donald Trump — everything he did and everything he is doing."

I guess there is a first time for everything.

Are you dying for more Death Penalty News?

I thought so. Every time I figure to delete this stuff, as it is most demoralizing, I read about the depraved crimes of the monsters among us and the nose bleeds who cook up ideas to make us feel sorry for them and save their lives.

Christopher Wilkins recently met his maker in Virginia after many appeals based on what, you may guess? Yes! If you guessed that his attorney did a bad job, you get a free ticket to Disney World.

He killed three people in 2005 because they dissed him or some other terrible act that equaled being shot. Bye-bye, Mr. Wilkins. Have a nice trip.

Richie Gray also in Virginia found the lethal injection last January, too. He slaughtered a family of four, including 9-year old and 4-year old girls. He didn't just end their lives — he beat them all, stabbed them, and cut their throats. Then he stole a computer, wedding ring, and some cookies. Yes, cookies.

Continued on page 14

Steve Calcaterra

Westchester

Wages retro full retro: 2014, 2.5%; 2015, 2.25%; 2016, 2.25%

Uniform allowance increased: 2014, \$875; 2015, \$875; 2016, \$900

Election of grievance arbitration for discipline established. Establishment of rights regarding medical and psychological examinations

Early Retirement Incentive created, up to \$20,000.

Established Critical Incident Investigation protocol. Established guidelines and restrictions on review of squad car audio/video cameras. Established an academy reimbursement obligation for new hires.

Increased vacation time by an additional 5-12.5 hrs per year depending on seniority. Beneficial clarification to disability policy.

Improved shift bidding rules. Clarified Officer In Charge procedure. Clarified Overtime Procedure. Improved bulletin board rules. Clarified educational incentive.

Modified drug and alcohol testing rules with restrictions on discipline for initial violation

Jerry Marzullo

Hoffman Estates Sergeants

Three-year agreement. 2% wage increase per year.

Newly promoted sergeant to receive initial \$1,000 uniform allowance in addition to \$750 yearly.

Insurance premium went from 11% to 12% eff. 1/1/18.

\$250 Increases to each longevity step (15 years, 20 years, 25 years).

Tier two Sergeants wage scale eliminate Step 1 of pay scale so only four years to top step instead of five years to top step.

Keith Karlson

Clarendon Hills

Retro to 5/1/2016: 1.5%. 2017, 2.25%; 2018, 2.5%

The departmental work schedule and overtime pay language was clarified.

The language on grievances was modified to allow for "class action

grievances," a step was removed from the procedure, and selection of arbitrators was changed to follow MAP guidelines.

Vacation time was changed to hours from working days.

Sick leave was modified to allow for time off for childbirth and to cover illness or injury of family members.

The clothing allowance was increased.

Glenwood

Wages: Retroactive to 1/1/2015, 2.25% Retroactive to 1/1/2016, 2.5%. 1/1/2017, 2.5% with \$1,000 added to base. 1/1/2018 - 2.5%

Clarification to shift bidding. Clarification to seniority for scheduling of overtime.

New purge of personnel records language where reprimands over 18 months old are not considered toward other discipline.

Educational incentive sunsets on 1/1/2017 as \$1,000 is added to the base pay on that date.

Continued from page 6

this basic entitlement and the procedures for when and how union reps may participate in interviews. Collectively, these rules are referred to as "Weingarten rights."

The actual lawsuit that led to the establishment of Weingarten rights involved an employee at a lunch counter. Laura Collins was accused of stealing and interviewed by the store manager and a loss prevention specialist. The company believed Collins had taken a large box of chicken but paid only for a small box. Collins said she took only four pieces of chicken - the amount customers receive in a small box - but had to put it in a large box because the store was out of small boxes. Her story checked out, and Collins was cleared.

During the interview, Collins asked several times for her union rep or shop steward, but the company wouldn't grant her request. Although management asked Collins to keep the interview to herself, Collins told her shop steward about it and the union filed an unfair labor practice charge against the company. Ultimately, the Supreme Court decided that an employee is entitled to union representation for investigatory interviews.

When Weingarten Applies

An employee who reasonably believes that an investigatory interview could lead to discipline is entitled to ask for union representation. An investigatory interview is a meeting with management at which the employee will be questioned or asked to explain his or her conduct, and which could lead to disciplinary action against the em-

ployee. **The employer is not obligated to inform employees of their Weingarten rights or to ask whether an employee would like a union rep at a meeting or interview.** The employee must affirmatively request union representation.

Once an employee requests representation, the employer may not proceed with the interview without the union representative. The employer may interview the employee with the union rep present, or refuse to allow the union rep and discontinue the interview, carrying on its investigation by other means.

The Role of the Union Representative during a Weingarten interview

The employer is under no duty to bargain with the union representative at the investigatory interview. The rep is present only to assist the employee. For example, the rep can clarify the facts, provide additional information, or suggest possible witnesses. The employer is free to insist that the employee provide his or her own version of the events under investigation. **Although some employers believe they are required only to allow a union rep to observe the interview without participating, Weingarten clearly gives employees the right to assistance from the rep.** At the same time, however, a rep who consistently interrupts the proceedings or instructs an employee not to answer questions has likely overstepped his or her authority. Only employees who are in a union have Weingarten rights.

In addition to Garrity and Weingarten, sworn Metropolitan Alliance of Police Officers also fall under the protection of the Illinois Uniform Police Officer Disciplinary Act ("UPODA"), 50 ILCS 725/1 et. seq.

Whenever an officer is the subject of a formal interrogation the employer is required to provide the following rights pursuant to UPODA:

1. The officer shall be informed in writing of the nature of the investigation. This information should be sufficient to reasonably apprise the officer of the allegations that are being investigated.
2. The interrogation should be at a reasonable time, of a reasonable duration and shall not subject the officer to professional or personal abuse, or offensive language.
3. A complete record of any interrogation is required to be made and made available to the officer under investigation without charge and without any undue delay. The record can be electronically recorded.
4. The officer has a right to legal counsel and may request counsel at any time before or during the interrogation. Once requested the employer must provide reasonable time and opportunity for the officer to obtain counsel.
5. No officer is required to take a polygraph test or any other test questioning by means of a chemical substance.
6. UPODA does not apply to officers

Quote:

The smallest evil, if neglected, will reach the greatest proportions.

-Pliny the Younger
Lawyer, author, and Magistrate
61-113 AD



Continued on page 15

Member News

23rd Judicial Dist DeKalb

Jeffrey Brough
Jaclynn Kocovrek
Michelle Lawson

Addison

David Olejarz

Arlington Hts

Douglas Filipek
Brandon Hunsaber

Bensenville

Michael Palasiewicz

Carol Stream Sgts

Brian Cluever
Julie Johnson-Zalak

Carpentersvle Civilians

Margaret Plass
Alexander Smith
Nancy Sosnowski

CenCom

Ashley Holter

Clarendon Hills

Kyle Michalek

Cook Co Disp/Veh Svcs

Charles Olson

Cook Co SSD

Mary Castaneda
Frannie Richardson

Crete

Samuel Savage

Darien

Anthony Martinez
Brianna Tedesco

DeKalb County

Emily Getzelman
John Hodge
James Read

DesPlaines

Gabriel Hallas
Dale Jeon
Myles Klein
Ryne Korbas
Brian Maresco

Daniel Murphy
Jeffrey Vonmoser
Nicholas Zefeldt

DuPage County

Adam Koshiol
Brian Roake

DuPage Co Forest Preserve

William Johnson

Hanover Pk Civilians

Catlin Donegan
Monika Mucha

Harvey

Brian Duffy
Jamal Muaref

Hazel Crest

Keith Willoughby

Hoffman Estates

Joshua Chlebanowski
Brittany Jones-Wilson
Brian O'Shea

Homewood

Eric Bujak

IL DOC

William Parker

Indian Head Park

Joseph Karmia
Michael Kurinec

ISTHA

Kevin Absher
Lasandra Maynor

Justice

Candace Broda
Ronald Ward

Lakemoor

Rocky Wescott

LaSalle County

Itzel Vargas

Lisle

John Hoffman
Antonio Rodriguez

McHenry Co Clerks

Melissa Hurless
Drew Lussow

Crystal Puotinen

Amy Steinsdoerfer

Derek Struve

Metra

Kevin Bauschmiede
Sergio Dian-deSandy
Randall Guinn
Cesar Olivarez

Momence

Tyler Bailey
Eric Schultz

Moraine Valley

Charlie Hoskins

Morris

Caleb Mitchell

Mt Prospect

Anthony Lietzow

Naperville Sgts

Richard Arstenault
Elena Deuscher
Jason Zbrozek

NIU Dispatch

Kristine Coffin
Deanna Lamesch

Oak Lawn

Steven Daddona

Orland Park

Jonathan Baskinski
Nickolas Eyer
Edward Hannafin

Michael Howley

Tyler Lorek

Kenneth Macejak

Oswego

Anthony Denatale
Larry Olsen

Quadcom

Steven Jackson
Adam Plocke

Schaumburg

Caleb Sturghill
John Timm

Seneca

Thomas Rosebush

Southcom Dispatch

James Hennessy

Streamwood

Daniel Jagieko
Daniel Lojewski

Streamwood Civilians

Kyle Downey

Tinley Park

Vincent Murmann

TriCom

Joseph Frascello

Villa Park

Malorie Morris
Kenn Pollack
Nathaniel St Clair

Warrenville

Julio Avila
Daniel Rodriguez

Waukegan Sgts

Brian Hawbaker

Wescom Dispatch

Michael Chuffo
Nicolette Kapogiannis

Wheaton

Nicholas Henke

Wheaton Sgts

Gregory Klos
Daniel Salzmann

Will Co Mgmt

Dirk Obermayer

Winfield

William Chapman

Winnetka

Victoria Taylor

Promoted

Arlington Hts

Andrew Blevins
Alf Sjodin

Bartlett

Peter Rakiewicz
Robert Sweeney

Carol Stream Sgts

Camillo Incrocci

DuPage County

Thomas Hoffman
Millennium Wheeler

Hoffman Estates Sgts

Suzanne Levin

Homewood

Darren Easter

Metra

Thomas Babusch
Joseph Bovio

Eric Keyes Jr
Joseph Kresch

Lionel Major
Danny Zapata

Naperville Sgts

Kenneth Gettemy

John McAnally

Oak Lawn

John Brice
Orland Park
Kenneth Kovac

Schaumburg Cmd

Matthew Christenson

Retired

Arlington Hts

Susan Burgo
David Fitzsimmons

Buffalo Grove

James Nelson

Carpentersvle Civilians

Rosalie Winter

DeKalb County

Craig Parnow

Member News

DuPage County

Robert Guare
Timothy Yoakum

Hanover Park

Cindi Leon

Homewood

Thomas Heyne

Lake in the Hills

Doug Schenk

Metra

Nancy Wheeler

Morris

Eric Washburn

Mount Prospect

Joe Ziolkowski

NIU

Karen Clifton

Northlake

Jennifer Tucker
Prospect Hts

James Deutschman

Charles Willey

River Valley Detention

Lisa Carey

Romeoville

Michael Kramer

Schaumburg Cmd

Donald Muth

SEECOM

Mary Knight

Streamwood

Louis Argyrakis

Waukegan Sgts

Rodney Karlstrand

Tinley Park

David Walker

Villa Park

Kevin Connor

West Dundee

Steve Fletter

Western Springs

James Ashmore

Wheaton Sgts

Brian Schwartz

Will Co Mgmt

Brian Gardner

Dorris Jordan

Winfield

Richard Malina

Local Elections

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

Cook Co #261 Dispatch

Latonya Boyette *President*
Terry Trinidad *Vice president*
Mark Pufundt *Secretary*
Matt Willis *Secretary.*

Crystal Lake

Sean McGrath *President*
Eric Stopka *Vice President*
Michael Jedlicka *Secretary*
Luke Behning *Treasurer*

Elgin Comm College

Dave Jannusch *President*
Bob Huber *Secretary*
Joe Lullo *Board Member*
Bill Powell *Board Member*

Hanover Park Civilians

Gary Fuchs *President*
Chuck Plaia *Vice President*
Tricia Rossi *Secretary*

Naperville Sergeants

Lee Martin *President*
Ken Gettemy *Vice President*
Mark Ksiazek *Secretary / Treasurer*
Dan Fisher *Steward*
Tim Ogan *Steward*
Scott Thorsen *Steward*

NW Central Dispatch

Jenny Rogers *President*
Andrew Liptak *Vice president*
Jerry Winterstein *Secretary*
Debbie Boland *Treasurer*
Patrick O'Sullivan *Sgt at Arms*

Palos Hills

Dorothy Walker *President*
Clarence O'Neal *Vice-president*
Patrick Ryan *Negotiating Team*
Aaron Boatright *Negotiating Team*
Alan Williams *Negotiating Team*

Park Forest

John DeCeault *President*
Paul Morache *Vice President*
Todd Bielke *Steward*
Justin Rimovsky *Steward*

South Holland

Ronald Ruguone *President*
Robert Williams *Vice president*
Timothy Lareau *Treasurer*
Matthew Pearson *Secretary*

Wheaton Patrol

Cliff Dillon *President*
Angela Smith *Vice President*
Shaun Lucas *Secretary*
Ed Waterous *Treasurer*
Rommy Klamerus *Sgt at Arms*

Bits n Pieces

Continued from page 9

Monster? Well, yes.

And did I mention that just days later, he slaughtered another family? He did. Both entries were through an unlocked or open front door.

He said he panicked after beating them because they kept getting back up and they scared him. His excuse? PCP. Put him on the Board — he's gone.

Ron Smith of Alabama also met his fate and more in November 2016 for the 1994 killing of a convenience store clerk.

His attorneys said this was an "avoidable disaster" since Smith, during his meeting with the reaper, gasped and coughed for about 13 minutes before croaking.

That's all? Thirteen minutes?

Finally, look up a Florida case, Hurst vs Florida in which the US Supreme Court ruled that constitutional rights of defendants were violated because their juries had too little say in recommending a sentence of death.

Too little? Too late?

I thought we were making America — Great!

Reptile Lives Matter

Okay, admit it. Y'all been waiting on some slithery serpent stuff

Python caught in Miami-Dade County.

A Florida man captured and killed an 18-foot 8-inch long Burmese Python. Holy don't constrict me, Batman!

Note the size of the fellow.



Opening a can of beans can give you more than just gas

A Utah woman was surprised when taking out her beans from a slow cooker. Thinking it contained a burnt bean, it turned out to be the cutie in the picture attached.

No snakes on a plane here — just a snake in a can.

How lucky can one guy be?

This 4-foot black racer was just under my condo on the beach. As Dean Martin might croon: "Ain't that a kick in the head." Much better than cockroaches!

I call this fella RED, because if he bites you, you will bleed a lot.



Don't forget to check our web page and Facebook for the latest news

mapunion.org

[Facebook.com/mapunion](https://www.facebook.com/mapunion)

Garrity, Weingarten & UPODA

Continued from page 11

charged with a criminal offense.

7. Anyone filing a complaint against a sworn peace officer must have the complaint supported by a sworn affidavit.

Remember, UPODA differentiates between "Informal Inquiry" and a "Formal Investigation." The definitions and differences are as follows:

(a) "Informal inquiry" means a meeting by supervisory or command personnel with an officer upon whom an allegation of misconduct has come to the attention of such supervisory or command personnel, the purpose of which meeting is to mediate a citizen complaint or discuss the facts to determine whether a formal investigation should be commenced.

(b) "Formal investigation" means the process of investigation ordered by a commanding officer during which the questioning of an officer is intended to gather evidence of misconduct which may be the basis for filing charges seeking his or her removal, discharge or suspension in excess of three days.

UPODA, then, applies to the Formal Investigation and not an Informal Inquiry. Basically, the Statute allows for a meeting by supervisory or command personnel with an officer in order for command to determine whether or not a formal investigation should be commenced. Once a formal investigation is commenced the above requirements of UPODA must be followed.

Remember these key takeaways:

1. You have no right to remain silent

during an employment interrogation; which is why those statements cannot be used against you in a criminal proceeding.

2. You have the right to Union representation during any type of questioning that may lead to disciplinary action. However, you must exercise that right; it cannot be exercised for you.
3. If your Department compels you to participate in a "Formal Interrogation" they must apply the above UPODA requirements.

These are key rights and responsibilities and they must be known, and exercised, by each and every MAP member! Stay safe.

MAP Golf Outing

When: Monday, June 19, 2017 12 O'clock Noon *Shotgun Start*

Check in begins at 11:00 AM

Where: The Links at Carillon 21200 S. Carillon Dr. Plainfield, IL 60544

Friendly reminder! We are no longer at Carriage Greens

Cost: \$110 per person for greens fees, golf cart, lunch, buffet dinner, three hour open bar, with a raffle to follow.

\$40 dinner only.

Payment by: June 1, 2017

Space is limited. FIRST PAID, FIRST RESERVED



Collective Bargaining Chapters

23rd Judicial Circuit Court Clerks	DuPage County Forest Rangers	Maywood Sgts	Quadcom Dispatch
Addison	Dwight	McCook	Riverwoods
Algonquin	E-Com Dispatch Center	McHenry Co Crt Clerks	River Valley Detention Center Supvs
Algonquin CSOs/Disp	East Dundee	Metra	Romeoville
Alsip	Elgin Community College	Mokena	Romeoville Sgts
Arlington Heights	Elwood	Momence	Roselle
Barrington Hills	Elk Grove Village	Minooka	Round Lake
Bartlett	Fox River Grove	Montgomery	Round Lake Supvs
Bensenville	Genoa	Moraine Valley College	Round Lake Park
Bolingbrook	Gilbert	Morris	St Charles
Bolingbrook Civilians	Glenwood	Mt Prospect	St Charles Sgts
Bolingbrook Sgts/Lts	Grundy County Civilians	Mt Prospect Sgts	Schaumburg
Bridgeview	Hanover Park	Mundelein	Schaumburg Command
Buffalo Grove	Hanover Park Civilians	Naperville Civilians	SEECOM
Burr Ridge Sgts/Cpls	Hanover Park Sgts	Naperville Civilians	Seneca
Carpentersville Civilians	Harvey Patrol	Unit 2	Southcom
Carpentersville Police	Harvey Sgts	Naperville Sgts	South Barrington
Carpentersville Sgts	Hawthorn Woods	New Lenox Sgts	South Elgin
CenCom E-9-1-1	Hazel Crest	Norridge	South Holland
Channahon	Hickory Hills	Northlake	Steger
Chicago State University Police	Hoffman Estates	Northlake Sgts	Streamwood
Chicago State University Sgts	Hoffman Estates Sgts	North Aurora	Streamwood Civilians
Clarendon Hills	Homewood	Northeastern II Campus Police	Streamwood Vlg Hall Civilians
Coal City	Huntley	Northern Illinois University	Tinley Park
Cook County Dispatch and Vehicle Services	IL DOC Investigators	Northern Illinois University Sergeants	Tricom Dispatch
Cook Co DCSI Deputy Chiefs	Indian Head Park	Northern Illinois University Telecommunicators	University of Illinois Villa Park
Cook Co Dispatch Supvs	ISTHA	Northern IL University Security Officers	Warrenville
Cook Co Social Caseworkers I and II	ISTHA Call-takers	Northwest Central Dispatch	Warrenville Sgts
Cortland	John Stroger Hospital	Oak Forest	Waukegan Sgts
Crest Hill	Police Sgts	Oak Lawn	Wescom Dispatch
Crest Hill Sgts	Johnsburg	Oak Lawn Detention Officers	Westchester
Crete	Justice	Olympia Fields	Westchester Sgts
Crystal Lake	Justice Sgts	Orland Park	West Dundee
Darien Police and Sgts	Lake Forest	Oswego	Western Springs
Darien Police Civilians	Lake in the Hills Police	Palos Hills	Western Springs Sgts
Des Plaines	Lake in the Hills Dispatch/CSO's	Palos Park	Wheaton
Des Plaines Sgts/Lts	Lakemoor	Park City	Wheaton Sgts/Lts
DeKalb County	LaSalle County	Park Forest	Will Co Mgmt Assoc
DuPage Co Patrol/Court Svcs	LaSalle Co Correctional Officers	Peru T/Cs	Willow Springs
DuPage Co Coroner	Lemont	Plainfield	Wilmington
DuPage County Forest Preserve	Lemont Sgts	Prospect Heights	Winfield
	Lisle	Prospect Heights Sgts	Winfield Sgts
	Lisle		Winnetka
	Lockport		Woodridge
	Matteson		Woodridge Civilians
	Matteson Sgts		