



# The RAPSheet

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

## Implicit bias...who, me?

By Joseph Andalina

The new kid on the block: implicit bias. I think it's a form of de-escalation which centers on teaching cops to admit their innermost bias and counteract their unwitting prejudice for better policing. Especially for the new world of PC.

Now, besides being a cop, running into danger, handling neighbor disputes, lost kitties, being a psychologist and a mental health doctor, and eating all kinds of crap from the public and your mayors, you now must be trained to acknowledge your "implicit bias" and to ensure your

actions are not due to these biases when interacting with morons. Especially when they are being serious morons.

The bias as reported is a conscious, verbalized animus towards a certain group of people, when implicit biases unconsciously influences a cop's thoughts and behavior even if the cops aren't aware of having prejudices. Sounds exciting, doesn't it?

Here's a couple of questions asked of the cops in training.

1. How would you react if you saw a black man struggling to open a door in an upscale neighborhood? What if the man was white?

My answer: I'd figure he was a guy — he can open his own doors. Unless, of course, it's midnight, he has burglary tools or a weapon, then it's a different ballgame. Applies to both black and white.

2. What about a well-dressed woman versus a teenager wearing low slung jeans hopping a fence?

My answer: What's the lady wearing? Versace? Gucci? Is the teenager



carrying a 52" Sony TV?

Help me, Lord! But that's me, not you. If you believe in this, bless you? Some officers liked it and now realize that they could have bias. Well, good for these youngsters. Now the chief knows that they have verbalized that they didn't know they had these biased thoughts. Let's see how that pans out — but maybe they will find stripes sooner than later.

But the press and chiefs never ask the cops who think this stuff stinks like yesterday's dirty laundry. We all want to get promoted or assigned to Detectives someday, don't we? So no one apparently raised their sap glove wearing hands.

One chief reportedly said (the training) makes it "safer for officers to never make assumptions about the people they encounter." WTF? Don't make assumptions? How else do

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# Chaplain's Column

By: Thomas Ross

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Just thinking!! Ever wonder how we keep balance in our lives with so much going on? I had this thought about—imagine this—flying a four engine plane representing our life's journey.

Now the four engines represent the parts of our life: Family, Faith, Career and Community. What is important as we fly off into the wide blue yonder is to keep these engines of life in balance so we have a smooth flight of life. They are all important, but keeping them in balance is the real trick. Sometimes one of the engines could overpower the others and create turbulence on the journey.

When we look at Career—it is important as it's the way we support ourselves and family. We want to be successful and exceed expectations so in particular we may stress it more in our early years to gain a good foothold.

Family kind of speaks for itself. Family gives us the strength and support to accomplish so much in our lives and we push it to gain everything called the American dream.

So, having identified the one side our flight we turn to Faith. Most of us have found or experienced faith in our lives. Some call it strength of the journey of life. Gives us some definition we are not alone on the journey but find direction towards our ever day lives.

Then we have Community. Being involved outside of our jobs and family is a way of giving back for all that we have been given in this life. It gives us a chance to help others who are not so fortunate in life. Volunteering in com-

munity events gives us back more than the effort we give into it.

OK, so there are my four engines of life. Balance makes for a good ride but if one of the engines goes out? Can we still fly? Of course we can but will the ride be the same? Or we give too much power to one of the engines—will it work better? Obviously for my imagined example the flight will not be the same without the balance of the four engines.

Can you drop one or two? That is an individual decision and will show itself in our flight. I know for me I have tried to live with the engines of life which sometimes got out of balance but with some adjustments brought me back into life's balance. Think about your engines of life and if one is missing, try to improve your life flight by adding it back. If we are out of balance, look to even it out and back on course.

We head now into the Holy Days of faith. My best wishes for a smooth flight of life. Enjoy your families, your faith, and your community and be the best in your jobs.

Merry Christmas and Happy 2018.

PEACE  
Deacon Tom Ross, Sr  
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# Chief's Follies

By: Joseph Andalina

## Mushrooms flourish in Frankfort in the form of leaders

A suburban police department (above) has been accused by one of its police officers of discrimination. The discrimination revolves around a pregnant officer being denied reasonable job accommodations, such as providing a properly fitted protective vest, and forcing her to go on leave months before her child was due to be born.

She is a 14-year veteran and tried, with her union, to negotiate temporary modifications to her patrol duties and equipment.

This has been a never-ending problem with some police chiefs and municipalities over the years, but most put away their Neanderthal thinking and provide some benefits for pregnant officers. It is the right thing to do.

But not Frankfort PD. Allegedly, according to the lawsuit, Chief John Burica refused to discuss accommodations for this pregnant officer. He was reported to have said that duty assignments (modified) were only available to officers injured on the job. He did not want to set precedent for pregnant officers.

One may ask how many pregnant officers does Frankfort have? He also reportedly said he only had to treat her "like someone with a broken leg whose injury occurred during off-duty." I ask, if he is treating her like she

has a broken leg, isn't that an injury?

The department also refused her request for altered body armor to protect her unborn baby. Instead, they gave her two ill-fitting men's shirts and one pair of non-maternity pants. She had to buy her own suspenders to keep the pants up.

This would be funny if it wasn't so chickenshit. She was forced to take an early leave, too, losing accrued benefit time.

Frankfort village administrator Rob Piscia said he could not comment on the pending lawsuits, except for "The village has complied with all laws and the collective bargaining agreement." Fast fact, Rob, you can provide a little extra for your cops in these circumstances without any issues. It's called kindness. No one would complain.

While he couldn't or wouldn't comment much, he gave out the usual pablum about a discrimination-free workplace in Frankfort. Is there some implicit bias towards pregnant women then?

The good news including the officer's lawsuit pending is that her and her husband (a sergeant at Frankfort) are the parents of a healthy baby boy.

I don't think they named him after her chief. Good luck officers.

## A swing and a miss

We mentioned former Monee mayor Jay Farquhar before. He's the guy, who

as mayor, was helping out at a girls' softball game.

Apparently, the ex-mayor challenged one of the umpire's calls when he called a foul ball as the little girl swung and missed. He wanted to give the kid a chance to hit. something those of us who coached kids' softball would readily agree is the proper way to conduct a little kids' softball game. It's about giving them confidence. It's harmless and no one I have ever heard of suffered long term angst by giving a kid a break.

Until the mayor asked the ump if he was drunk. The ump confronted the disgruntled fan (the mayor) and in return, the mayor punched him in the jaw, fracturing it and causing the need for surgical repair.

Apparently both individuals were charged with an offense, but the ump's was dismissed. Now the case, which occurred in June of 2016 will finally go to a bench trial in January of 2018. It will take a full 18 months to get this sad tale resolved.

It was earlier reported that the pugilistic politician has been accused—but never charged—with bad behavior before. He was accused of assaulting a cop, punching a dog in the head, and being aggressive in an interaction with the prior mayor in Monee. He also had orders of protection filed against him in the early 2000's.



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# Legislative News

by: Joseph Andalina

## Federal Freeloaders

That's what liberal writer Eric Zorn called those union employees who wish not to pay fair share union dues. This comes on the heels in the news that the US Supreme Court will hear arguments on the earlier case that resulted in a 4 - 4 tie a couple of years ago after Justice Scalia passed away.

A 4 - 4 tie means that the Abood ruling of 30+ years, preserving fair share dues and rules on this issue, would stand. Now *Janus vs AFSCME* will dominate SCOTUS once more, as the court considers abolishing this guarantee for union participation.

I don't always agree with Zorn but he is a thoughtful without animus reporter whose opinions I respect.

But I loved reading that 28 states in the US have what they refer to as right-to-work rules which gives them a title of right-to-freeload states. Well said, well said. Couldn't agree more.

As the founder of this union and the former boss, you know where I stand. It is only fair and just that those in a union who receive the benefits and protection of a collective bargaining agreement but allow those few members too cheap and ignorant to pay their fair share of union dues to receive these benefits.

When they refuse to accept wages and benefits bargained for by unions or seek legal protection, then I will

respect them. But if they want them, then they should pay — no freeloaders.

It's like Mr. Zorn states, the big stick is cutting the freeloader altogether from the union and letting them negotiate their own deals with the bosses. It probably won't happen, however. But I would go for that just to see if they actually negotiate on their own. See how they go then. These freeloaders want it both ways. Just like Veruca in *Willy Wonka*, they want it and they want it now. They want to tag along on the union's coattails.

Benefits and wages for non-union employees in union chapters tend to be lower and skimpier. That's the value of a union; better pay, better benefits and working conditions, and, of course, legal protections. As a cop, if you know what's good for you, you'd better have it.

Case in point. A civilian unit in Bolingbrook joined a few years ago. None of them received higher wages and none received longevity pay like the union chapters did. They did at one time, but it was taken away by the local politicians, who found a way to screw with their non-union personnel.

So they joined MAP, and after a long fight, received a contract and got their longevity pay back, increased wages and benefits. Those members who were excluded and did not want to join, guess what? No longevity for them, among other benefits. And when they asked the administration

for longevity, they were immediately turned down.

So if SCOTUS rules against unions, it's bye-bye collective bargaining in a few years. But I feel strongly that what goes around comes around, and unions will survive in some form. But let's hope SCOTUS rules properly — for labor.

## Illinois

- Illinois News Network reports that democrats in Springfield are planning a proposal to help build President Obama's Museum in Chicago. Or is that a library? They want to use gasoline and other transportation road taxes to build it.

I guess they think it's okay, since one road needs to be demolished and two built in order to get to the Obama library that you are all waiting to drive to in three years. See how they seek ways to raise more taxes, and then transfer line items for their own projects?

Don't be surprised when your gas taxes go up by a minimum of \$.05 per gallon since the state, as I said, uses gas revenues to pay for the roadwork. All this for a library that may not even have physical documents. But you will see photos of him golfing, meeting with Castro, partying with Nancy Pelosi, and hugging Hillary. And golfing. Did I mention golfing?

See how they get all us *contadini* (peasants)? They only want

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# Chief's Follies

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Who knows what will happen, but one hopes he is never allowed in the political arena or on a girls' softball diamond again. I bet he won't punch the judge, either.

## I am confused?

From *American Police Beat* comes the interview of Matthews, NC police chief Rob Hunter as he retired from this most noble of professions. In the interview, he said "We need to look at ourselves first. Are we being open and honest? Are we holding ourselves accountable when bad things happen, because they do? If not, we are circling the wagons and protecting ourselves to exclude communities from knowing what's going on within our police departments, we're killing ourselves, destroying trust with people who are paying us to keep them safe."

Wha...happened, Chief? Did you attend an implicit bias class? Whose side are you on, anyway? Did you have lunch with Colin Kaepernick? Here's how I would answer him:

What you just said is one of the most insanely idiotic things I have ever heard. At no point in your rambling, incoherent response were you even close to anything that could be considered a rational thought. Everyone in this room is now dumber for having listened to it. May God have mercy on your soul.

Well, okay, I didn't say that, it's from the movie *Billy Madison*. There are cops being ambushed and dying out there while circling the wagons. I will never understand this kind of rhetoric from our leaders.

## He pled guilty

We wrote about the former Hometown chief, Charles Forsythe, last issue, going to trial for pilfering \$65k from tow receipts at his department.

I guess he re-thought the innocent thing and pled guilty. The disgraced former chief caught a break from the judge. He pled and received four years of probation, full restitution, and is prohibited from being employed in law enforcement.

Who would want him?

## My favorite

Mayor Emmanuel claims his wants more weekend parking tickets in Chicago. So he plans on going after parked cars on weekends to complete his 2018 budget.

Can a tax hiker dream up more ways to hike more taxes by calling it ticket revenue? It's logical — go after parked cars. It's better than getting towed, I guess.

He wants parking enforcement work-

ers to work overtime on weekends to bring in an extra \$4 million to the city. They make about \$2.6 million but Rahm wants more. And more. And more!

Good thing all these tickets are not coming from the hands of cops. Let the citizens now hate the poor parking meter maids or butlers or whatever you call them now.

Giving new meaning to revenue producers in law enforcement, eh? New slogan for those who wish to protest — Pens down, don't write!

## A Jolly Folly

Watching the news reports and updates of the Las Vegas shootings in mid-October, I was riveted by the words of Sheriff Joe Lombardo of Clark County, NV, where the shootings occurred.

As he gave updates on the investigation, he ended with him speaking of the bravery of his officers who worked for him and were seriously wounded.

As he spoke, his emotions took over and he choked up a few times. He was clearly going through a great amount of stress, but his love and concern for his officers was gratifying and simply wonderful.

We applaud his demonstration of love and respect for his officers.

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# At your ULP hearing

By: Joseph Andalina

You've filed a ULP (unfair labor practice) charge against your employer, alleging a violation of good faith bargaining or other procedural violations of a contract under the Act (ILRB).

It is important to note that the Executive Director of the ILRB sets the time and location of the hearing. Not you, your union, or the employer are entitled to do so. Once set, the "neutral chairman or administrative law judge (ALJ) shall preside over the meeting and receive testimony."

In short, the Executive Director of the ILRB will determine that a ULP contains the proper issues of law and then sets the hearing to resolve those issues in dispute.

The hearing is a formal affair of opening statements of both parties, submission of exhibits and evidence, cross examination by the union and

employer, rebuttals, and closing statements by the union and the employer.

Remember, the charging party (you in this instance) has the burden of proof that the allegations have in fact occurred. The hearing will be transcribed by one of our agreed upon steno people and costs are divided equally — usually. Post hearing briefs are standard unless agreed to an oral argument only.

After the ALJ examines the case, the record, and evidence, he or she will issue a recommended decision, usually within 30 days. NOT! They take longer, sometimes longer than the Thanksgiving, Christmas, and New Year's season. The ALJ and God work in strange and mysterious ways. Be patient.

Eventually, that day comes and you get the award. If you win, you're happy. If you lose, you aren't. Same goes for

the Dark Side.

So the ALJ, understanding that no one will ever believe the other side is right, will allow the loser to file exceptions. This is an appeal to the full ILRB, who will then review the transcription and facts entered into the hearing and make a decision to confirm the award decision or overturn same. But the Memorial Day holiday, and the 4th of July will most likely pass before you hear either way.

But after the original hearing, if no exceptions are filed, the order becomes a non-precedential decision of the Board. Case closed.

So that's it. Not too difficult, but it can be very time consuming. The most important thing to remember is that you who are filing the charge will be called upon to testify and provide evidence because after all, the ULP is about you.

# Chief's Follies

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## A Jolly Folly

And finally, a recent post on one social media site shows the picture below of Freeport police chief Raymond Garivey.

Maybe it's for Halloweenie, but like I always say: Once a chief, always a chief, in one form or another!



# Implicit bias... who, me?

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you do police work without assuming all the shit that occurs every day on the street can lead to someone's bad behavior?

The chief also says, "Never totally lock into a theory that you can't change as soon as the facts change." That's kind of obvious and all cops know that policing changes as an interaction or investigation progresses. But the whole thing buries itself when cops are shown a video of kids responding to a question whether they like black or white dolls best. And how is it that most picked white dolls when they haven't a sense of the world yet? Obviously, this will bother all of you that harbor implicit bias. Me — I don't play with dolls. I was into Cowboys and Indians, Custer's Last Stand, and WWII soldiers. Had a lot of them.

But I digress.

That's like asking kids why they are afraid of snakes if they were never bitten. How did they get the sense of fear?

Duh — the world is what it is. It doesn't make you a snake hater or a racist if little kids like white dolls or are afraid of things that slither. Is this implicit bias? Does this stuff matter? Does it all lead up to false narratives like "Hands up, don't shoot?"

To equate this with police training is just... just... well, whatever makes you happy. Boy, I am stuck in the world of yesterday when I read this stuff.

The seminar does admit that citizens can have their own bias against cops. Officers are told not to take it personally or react to it. Just eat shit. If you

react you're a racist boob. If you don't, you're just a boob. I flunked the course of eating crap in the academy, oh so long ago, when they taught us not to be weak. My academy instructor in self-defense told me once "You did well, grasshopper." I was so proud.

Hey, I have had my fair share of folks of all color spectrums call me a variety of vile, racist names. "Spaghetti ap-bender" made me chuckle. But others, not so much. Unfortunately, I can't remember how I responded because it was so long ago and I'm not sure what the statutes of limitations are.

In one town the brass invited black and Muslim folks to the class on implicit bias. What, no white people, Asians, Native Americans, Sumerians, Latinos, women, teenagers, Baltic gypsies, Eskimo Inuits, gangbangers, Antifa, Alt-right, Alt-left, Nancy Pelosi, Steve Bannon? They all have feelings, too, and can all feel the wrath of a cop armed with implicit bias.

It's all politically correct crap as far as I can see. The seminar people say they have trained hundreds of departments since 2008 and have increased training after the 2014 shooting of Michael Brown. There they go again — Ferguson fear.

That's where the offender attacked the cop and the cop defended himself. There was no prejudice there if you feel your life is in danger. Or don't the chiefs get it? PC at its best. Maybe we should throw down all weapons and cry and say I'm sorry. Yeah, that's the ticket.

So the two-and-a-half day class for

up to 30 people is only \$17,000 plus travel, maybe McDonald's or Boston Market lunches, too for the instructors.

But here is the stunner. They report that they are effective at making cops aware of their implicit bias, but there is no research that shows it alone brings on long lasting change. You have to have a multi-pronged approach, like "I appreciate it...but" as I discussed last issue. You now obviously have to include many other tactics, like crying and apologizing.

I know what most cops did in my day so very long ago. They gave their lives, if needed. They still do. They loved their brother and sister officers. They served and protected. They treated everyone equally, unless you were an asshole. Nothing has changed, except the activists and the press who are louder and have their own bias feelings — implied and otherwise, who want to demonize us. They want to be assholes without consequences?

But what do I know. I have biases. I like the Blackhawks over the Wings just because Detroit sucks. I like snakes — enough said. Turtles more. That's biased. Oceans over mountains. Cops over firefighters. Sorry, son-in-law. Preston and Child over Stephen King. And sometimes I love people. Sometimes I don't.

Check out the *Fair and Impartial* policing website. Front page. It's based (training) on the science of bias, which tells us that biased policing, is not as some contend, as racism. Thank you for that.

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# Legislative News

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\$100,000,000 for the project. I think that one ex-top honcho could raise his own cash or maybe ask for a loan from “What-happened Hillary.” Or the DNC, or Bernie, or Pootie Putin and the Russians.

But this is important stuff for the liars, haters, harassers, crooks, and schizo-phrenics that make up our Illinois legislature.

- Illinois lawmakers recently attempted to pass a law criminalizing any politician in any community who proposes to pass a law installing right-to-work ordinances in their towns.

While I applaud the democratic willingness to prevent right-to-work laws,

the effort is misguided.

Making this a Class A misdemeanor is the reason the law failed. In fact, a second attempt to veto override Rauner on this bill also failed. Politicians are not going to punish other pols on this issue by threatening jail time.

Maybe cutting their state monetary reimbursements would be appropriate.

- Lots of sexual harassment stuff going on at press time. We will see where this takes our fine legislators.
- Rauner the Bruce may not be governor much longer. He went way to the left with his recent free abortion and immigration decisions.

Pissed off his base, and others in the

GOP are backing away from him while his incumbency is threatened not only by a slew of tax raising and rich democrats, but a GOP member has announced her decision to run in the primary.

Now that is a revelation for sure. So those of you who voted for Rauner in the cop world, you probably should re-think your position to vote for a guy who openly is still trying to circumvent unions, collective bargaining, and labor in general.

Come 2018 if he is booted out, I say good riddance.

# MAP Seminar

The Metropolitan Alliance of Police held our annual steward training seminar on Thursday, September 21, 2017. MAP representatives and MAP attorneys teamed up to provide an educational seminar to provide you the tools and knowledge necessary to effectively represent your members. Some topics included were recognizing your rights while exercising collective bargaining activities, understanding your privileges during discipline hearings, Garrity and Weingarten rights, identifying contract violations and effectively applying the grievance process, negotiating and enforcing your contracts and more.

We also added a speaker from SAFE CALL NOW. SAFE CALL NOW provides comprehensive, 24-hour crisis referral service for all public safety employees, all emergency services personnel and their family members nationwide. See the article on page 15 for additional information on SAFE CALL NOW.



# Bits n Pieces

## Missing them

It's been four years this December since my dad died. Two years in January for my mom. I miss them every day, especially my father. They were my heroes. My stay-at-home mom, who was always there for us, and my dad, a World War II veteran who fought in Okinawa. The bravest and toughest man I will ever know.

I miss sitting out with him, enjoying a bottle or two of Chianti. It never seems to get easier when you lose your folks. Part of our identity. And you realize when you lose your parents, there is no one else to remember when you were little.

*Stare tranquilla i miei genitori.*



Cute little guy with them, eh?

## Thoughts and Prayers

To our great friend and chief counsel, **Joe Mazzone**, on the loss of his mother who passed away last September after a long illness.

Love and prayers to you, brother.

Our sympathies to the families and friends of **John Johnson** of the Grundy County Civilians and **Phillip Williams** of South Holland on their recent passing.

## What to do?

### Railing about the Death Penalty – that's me!

Ripper Crew killer Thomas Kokoraleis is to be set free. It's appalling. Years ago when he was in business with his devil legions, I met with detectives in Elmhurst who filled me in on the ghastly deaths of Lorry Boroski. It was as sickening then as it is now.

But he copped a plea and got 70 years while his dirtbag brother was euthanized. Since Thomas was a good boy in the pen, he gets out after 35 years. Who caused this mess? I won't get into the details for this horrible crime but if anyone deserves no mercy, it's this guy.

So now, realizing that this inhuman should never be let out, the AG's office and Du Page County state's attorney are entering in a joint effort to see whether Kokoraleis qualifies as a sexually violent person to keep him locked up. This destroys me. Just read the arrest reports, please. You can't figure out that he is a sexually violent person?

This illustrates why life in prison is never really life and why death penalty proponents have it all wrong. The only way to rid the world of this vermin is the ultimate penalty.

But if he gets out he has to find a place to live. Any volunteers among

the shithead saviors? Didn't think so.

Ps: Late breaking news — I guess he is going to be freed.

## Those that need to go to hell

A former Northwestern professor and an employee of Oxford Union teamed up to stab the boyfriend of the professor from NW in a bizarre sexual fantasy.

The Northwestern professor, Wyndham Lathem and the other sexual pervert, Andrew Warren, stabbed Trenton Cornell-Duranleau 70 times just to make sure he was dead.

They were supposed to kill each other, but at the last minute decided against it. Too bad. Now we are stuck with them.

## A clown story

In 1990, Marlene Warren answered her front door. A clown in an orange wig, red nose, and white face paint handed her flowers and a balloon. How pretty, she said, and the clown then shot her in her face, causing her death two days later. Clowns are nasty, as I say later in this column. The clown in the suit was the mistress of the deceased's hubby. She later married him. Was he in on it?

Twenty-seven years later, prosecutors had enough to arrest and try her for the murder. Why the death penalty if convicted? Because she is a clown, that's why! Penalties should be enhanced if you disguise yourself and it doesn't get scarier than clowns. And

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As I close this article, I wish to express that I am not naïve about the streets. I am an old and broken down cop veteran who sees nobility in what we do. People make shit up about cops all the time and a few bad apples spoil the proverbial barrel.

In an essay, the Gadfly by Carol Tavis, she writes that prejudice is a 9-headed Hydra. Cut one head off and another emerges. Prejudice subsides in good times and emerges in bad times with new targets. Guess what — cops are the new targets.

She states that prejudice allows people to create scapegoats on whom they can displace anger on or to cope with feelings of powerlessness. I guess folks feel powerless when approached by a cop and out come the ticket books, tasers, and cuffs, or maybe the dreaded sap. (Oh, how I loved mine!)

The “implicit bias” that some feel or possess is not restricted to cops, so get training we are told, so you can be easier to kick around. Cops are noble characters who just want to help folks and go home when their shift is completed. However, the implicit bias from those who are trying to make us feel guilty is ever present. Their poor opinion of

us is based on that false narrative of brutality, killing young black men, and Gestapo tactics.

I can only deal with that to a certain extent. Going back to Ms. Tavis, she writes “Anyone who wants to understand prejudice therefore has a daunting task.” You said it, sister! But I feel it works both ways. Maybe you will agree.

Censuring speech and blaming cops for society’s ills or taking classes to understand your “implicit bias” does nothing for those who will continually disrespect us and use this as a way to not be responsible for their actions as we can’t make them be aware of their prejudice or implicit bias.

I go back to my old academy days in The Land that Time Forgot.” Do your job. Treat all equally. Be brave. Don’t eat crap, it doesn’t taste good. Honor and integrity is your reward.

So what needs to be changed? Good luck if you are into these classes.

Go for it, but bring a hanky.

Vita e bella

Clarify scheduling of vacation by seniority. Codify donation of sick leave to other employees in need. Clarify grievability of any change to the work shift.

Distribution of overtime on a seniority list basis. Notification by e-mail. Out of State training paid for travel time.

Codification of the employee retention benefit.

## Contract Corner

### Joseph Mazzone

#### DuPage County Coroners

Contract 12-1-16 to 11-30-2019. Wage increase of 2%, 2%, 2% retroactive to June 1, 2016

Probationary Period modified to give additional rights to probationary employees. Define discipline with specificity and provide for arbitration of discipline. Clarification and notice for rules and regulations adopted by the Coroner. Codify severance pay for any laid off employees.

## Bits n Pieces

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they get enough bad press without actually dressing up as a clown to kill someone.

### Pennywise lives!

Long before the story of IT surfaced from the mind of Stephen King and the cameras of directors, I can attest that Pennywise is real.

Many years ago in Little Italy, my brother Mikey and I were playing with our switchblades when a clown appeared in the alley. Just as we were throwing our knives at a rat, wham, Pennywise appeared out of a garbage can.

Mikey ran screaming but I lingered as the clown who called himself Pennywise was holding a puppet who I recognized as “Topo Gigio.”

Topo was a favorite Italian character and I loved him. What did I know? I was six! Topo Gigio loosely translated means “Louie the Mouse,” like one of my father’s crew members.

When I came near, he grabbed me and took me to Maxwell Street, which at the time was a hangout for suspicious characters, many with numerous watches on their arms, and other purloined items to sell. But I didn’t have the “time” to wear so many watches so I fought violently and hard, for a six-year old.

Pennywise gave up because he said I smelled like garlic and he let me go, leaving me with the balloon, pictured at the side. Proof that it really happened, just like I said.

And clowns — they are evil. All of them, even Bozo. Bozo — what a name— I thought only police chiefs were nicknamed Bozo.

Trust me, they all want to rip out your guts and make pork sausages out of them. I did not want to be an all-beef hot dog and sold by some dude at Wrigley Field, so I fought and you should too if you encounter this crazed clown. Eat more garlic.

And notice the tailored suit. If you got it, flaunt it.



You’ll float too!!!

### Don’t be that guy

Most law enforcement officers conduct themselves with utmost dignity and discretion when dealing with the absurdities of daily living. Except for this one:

A woman in Idaho is facing burglary charges after she broke a window in a coffee shop to retrieve a fire extinguisher in order to rescue a child in a burning vehicle.

She says after she obtained the extin-

guisher, a police officer told her she was being charged with burglary. He advised her that using this device that didn’t belong to her is a theft no matter how good your intentions might be.

Who the heck trained this guy?

### Reptile Lives Matter

A really sad death

Not a happy story here for a man who likes snakes.

David Hohs was struck by a rattler while hiking in Pennsylvania. There was a lot to admire in this young man. He struggled with depression and bi-polar disorder only to become a triathlete ironman.

This was surprising, since rattlesnake bites are rarely fatal in the US. Each year there are numerous venomous bites, of which this year, 12 were fatal, for a fatality rate of 0.15 percent.

And a person in good shape, like Mr. Hohs, would have even better survival odds. But he died about 30 minutes later after being air-lifted to the hospital. Paramedics could not find the reptile for identification purposes.

Knowing something about these deadly creatures, I can tell you the potential harm for any victim depends on two things: The type of venom delivered and the amount of venom injected.

There are three kinds of rattlers in Colorado; the Desert Massasauga, the Prairie, and one we will discuss shortly (for all you reptile enthusiasts). The Massasauga certainly wasn’t the

Continued on page 14



# Member News

## **23rd Judicial District**

Nicholas Bogdonas  
Krista Greer  
Alejandra Moreno

## **Addison**

Derek Krebs  
Michael Vitello

## **Alsip**

Michael Jensen  
Margaret Wildner  
Scott Zablontny

## **Arlington Hts**

Tyler Masnovi

## **Barrington Hills**

Austin Thomas

## **Bensenville**

Libu Mathew

## **Burr Ridge Sgts**

John Helms

## **Carpentersville**

Ian Abrahamsen  
John Adelizzi  
Edwin Alva  
Tyler Lamz  
Daniel Vera

## **Carpentersville Civilians**

Arturo Diaz  
Bryin Nelson  
Matthew Sachtleben  
Alma Thorson

## **Cook Co Disp/Veh Svcs**

Gwennetta Dunlap  
Shakela Ford  
Tamera Jones  
Lanique Posey Lide  
Frederick Sallis

## **Cook Co SSD**

Norin Baltazar  
Michael Brogan  
Alante Carpenter  
Santoeri Davis  
Zenitra Hidges  
Brenda Holliday  
Ashley Patrick  
Ashley Rzewnicko  
Samantha Theisse

## **Crete**

Michael Cage  
Robert Fitzgerald  
Daniel Nelson

## **DeKalb Co**

Amanda Burg  
Nicholas Peterson

## **Du Page County**

Donald Agustin  
Luciana Barnes

## **DuPage Co Coroners**

Kristen Danielsen

## **E-Com Dispatch**

Emily Senesac

## **Fox River Grove**

William Halasz

## **Genoa**

Ryan Baxa

## **Grundy Co Civilians**

Peyton Anderson  
Lauren Budde  
Kimberly Kennedy  
Amanda Olivera

## **Hanover Park Civilians**

Alexis Simone  
Shana Galto

## **Hickory Hills**

Amy McMahan  
Homewood  
Henry Renken

## **Huntley**

Jake Fiebelkorn

## **Indian Head Park**

John Kissane  
Jacob Temple

## **Lakemoor**

Wendell Russell  
Anthony Loiacono

## **LaSalle Co Corrections**

Michael Lynch

## **Lisle**

Bradley Frost

## **McHenry Co Clerks**

Melissa Chrisis  
Allison Hansen  
Erika Layton-Reynolds  
Traci Slavin

## **Momence**

Mark Millon  
Kathreyn Novak  
Roger Novk  
Roger Sipple

## **Montgomery**

Matthew Demetral

## **Morris**

Justin Martin

## **Mt Prospect**

Christopher Arevalo

## **NIU Dispatch**

Shevonne Shannon

Carl Simonson

Julianne Snow

## **Oak Forest**

Douglas Curlee

Jason Michalek

## **Orland Park**

Meaghan McLynn

Ernest Soderlund

## **Palos Park**

Derek Kaczmarczyk

## **Park Forest**

Garrick Enns

Brian King

Stuart Walden

## **River Valley Detention**

Heavenly Martin

## **Roselle**

Eli Perez

## **Schaumburg**

Adrianna Czerlonko

## **SEECOM**

Tami Soto

## **Seneca**

Kevin Grajewski  
Jonathon Klinefelter

## **South Holland**

Ahmad Allan

## **St Charles**

Joshua Rowoldt

## **Streamwood**

Timothy Brady  
Rachael Gravedoni

## **Streamwood Vlg Hall**

Brandon Arnold

Nicole Perry

## **Villa Park**

Patrick Burke

## **Waukegan Sgts**

Elias Agialianos  
Cessar Garcia

Craig Neal

## **Wescom**

Meghann Macejak

# Member News

## **West Dundee**

Blake Fallon

## **Wheaton**

Briana Carso

Mateusz Pytko

## **Will Co Mgmt**

Robert Denny

Michael Earnest

## **Willow Springs**

Erica Marin

## **Woodridge**

John Kasperski

## **Promoted**

## **Algonquin**

Timothy Cooney

## **Alsip**

Todd Gutkowski

Kevin Mikos

## **Arlington Hts**

Alexandra Nelson

## **Bolingbrook Command**

John Morrow

Nicholas Keedy

Rich Hilliard

## **Crystal Lake**

Lucas Behning

Ryan Coutre

## **DuPage County**

Phillip Marotta

## **Elwood**

Drew Anderson

James Hartley

## **Homewood**

Jack Lenox

## **Lake in the Hills**

Matthew Mannino

## **Moraine Valley**

Mark O'Donnell

## **Oak Lawn**

Michael Hudziak

## **Oswego**

Andrew Santa

## **Streamwood**

Thomas Deida

## **Tinley Park**

Bryan Bishop

## **Villa Park**

James Svara

## **Western Springs Sgts**

Roger Jage

## **Will Co Mgmt**

Brian Conser

## **Retired**

## **Bolingbrook Command**

James Coughlin

## **Burr Ridge Sgts**

Gerald Karceski

## **DeKalb Co**

Debbie Rosenberg

## **DuPage County**

Tony Davis

Melissa Winburn

## **Harvey Sgts**

Andrew Bell

## **Hoffman Estates**

Craig Nieft

## **Huntley**

Gary Schwartz

## **John Stroger Hospital Sgts**

David Aken

Emory Denson

## **McHenry Co Clerks**

Patricia Smith

## **Metra**

Robert Berman

## **Mt Prospect**

Michael Landeweer

## **New Lenox Sgts**

Peter Nelson

## **Norridge**

Louis Orlando

## **NWCDS**

Debra Boland

## **Park Forest**

Tellous Boulden

## **Prospect Hts**

Joe Vertone

## **Schaumburg Command**

Jeffrey Theriault

## **South Elgin**

Tim Rothenbach

## **Tinley Park**

Thomas Cappos

## **Waukegan Sgts**

Gerald Dixon

## **Winfield**

Mark Groveau

## **Winnetka**

Michael Williams

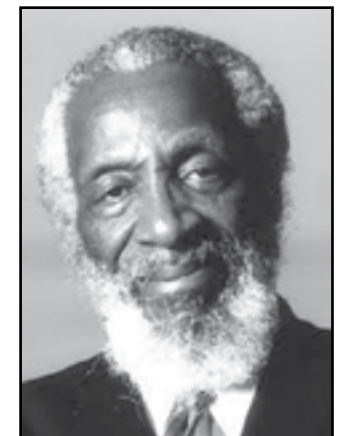
## **Woodridge**

Jeff Johnson

## Quote

I never learned hate at home, or shame; I had to go to school for that.

~ Dick Gregory  
Funnyman and activist  
1932 – 2017



# Bits n Pieces

Continued from page 11

culprit, but the Prairie could deliver a bad bite.

But there is a third species in parts of Colorado, the Midget-Faded Rattlesnake, a particularly deadly species with two kinds of toxins: hemotoxin (like all rattlers) and neurotoxic proteins.

Also, if the fangs injected venom directly into the vein, it would speed up the process as the venom raced to the heart.

But we will never know. The poor fellow was not mucking with the snake, just walking a trail with his best gal where he stepped on the 4-footer.

Us snake hunters have to live with the good, the bad, and the ugly.



## Plainfield chapter gives back

At two recent events, the Plainfield chapter made donations to the Moose Academy and the Plainfield Academy.



## Time of the year

It's that time of the year. Santa is coming. Be good boys and girls.

In that spirit, I wish you all a Merry Christmas, Happy Holidays, or whatever you call the season, so as to not offend some liberals.

I leave you this wonderful message from the King James Bible.

"Then I commended mirth, because a man hath no better thing under the sun, than to eat, and to drink, and to be merry, for that shall abide with him of his labour the days of his life, which God giveth him under the sun." (Ecclesiastes 8:15)

Vita é bella sensa



# Firefighters do it better

By: John Holiday

That's right, I said it. In fact the small town volunteer fire departments do it best. What do they do? They take care of each other and themselves. They debrief after each critical incident they handle. They talk about what went well, what went bad, and what images they would like to erase from their mind.

What do we do? We get back in our squad, by ourselves, and go to the same domestic battery call we go to every week. You know the one. The one where the couple wants you to fix 10 years of abuse in five minutes.

Sean Riley, the founder of Safe Call Now, recently spoke at our annual seminar. He talked about how we are trained to do the job the vast majority of the population are unwilling or unable to do.

Think about it. There are 325 million people in the United States, of which only 765,000 are sworn law enforcement officers. That's 0.2%. We take 0.2% of the general population and train them to not think like the rest of the population.

We train your brain to do the exact opposite of what other people's brains tell them to do. We train you to run toward the gunfire, run toward the danger, and go down into the dark basement where someone is screaming for help. We train you to have a "Warrior Mindset." Then at the end of a 12-hour shift, we expect you to turn it all off, forget everything that happened, and go back and function with the other 99.8% of the population. We are very good at training you how to do the job, but we have zero training on how to go home at night.

That's why the firemen have it right. They talk about things with each other. We don't. In fact, until a few years ago, we weren't even allowed to talk about getting help for ourselves. We would go home, kick the dog for tearing up the house (because we have been gone for 12-hours), trip on the kid's toys (and yell at them), and dismiss your spouses' question of "How was your day?" Then we grab a six pack (which later turns into a 12-pack, and then a bottle of booze) and go down to the basement or out to the garage

and stare at the TV while we try to get our mind around what happened during the day. Well, actually, we are trying to bury it so we don't have to deal with it. If we don't get help, if we don't acknowledge we see horrible things no human should ever have to see, we end up becoming a hidden statistic of police officer suicide. We lose more fellow officers by our own hand than by that of offenders. There are great programs like Below 100, which work on getting line of duty deaths under 100 each year. Yet we have nothing to try to get the number of suicides under 100. According to Badge of Life, we lose one fellow officer every 81 hours to suicide.

If you are struggling or you know someone who is, Safe Call Now is a hotline staffed by and for first responders. They have a strong reputation for helping first responders get the help they need. They will listen to you and give you some guidance on how to help yourself out of the hole you are in. If it is serious, they can find a treatment center out of state and allow the officer to keep their FOID card and return to work.

Let's start taking care of each other off duty as well as we do it on duty. Stay Safe.

Safe Call Now is a CONFIDENTIAL, comprehensive, 24-hour crisis referral service for all public safety employees, all emergency services personnel and their family members nationwide.

Make a Safe Call Now at 206-459-3020.

For more information go to [Safecallnow.org](http://Safecallnow.org)

Editor: John, a MAP Board member, can be reached at [jholiday@mapunion.org](mailto:jholiday@mapunion.org)



# Collective Bargaining Chapters

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