 **** ****

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

**May 29, 2014**

Recently, while testifying on the 2015 Capitol Police budget, Chief Dine was asked how morale was on the Department. He said, "Officers have fairly high morale."

Soon after, Reps Elijah Cummings (D-MD), Gerry Connolly (D-VA) and Stephen Lynch (D-MA) requested that the Government Accountability Office (GAO) conduct a study on low morale in the federal work force, to address an ongoing problem that appeared to be getting worse.

Whether or not this was a coincidence I don't know, but I will respectively disagree with the Chief, morale is not good, in fact it is actually getting worse. Problems that existed prior to Chief Dine's arrival are still lingering today and the growing consensus is that everything has remained status quo.

One of the Chiefs first actions was to label us, "Americas Police Department.” While I like the phrase and concept, it was probably premature to rebrand the Department with our ongoing problems. The Departments lack of equitable accountability, an absence of leadership through the Command Structure and the ongoing us vs. them mentality, provide for a workplace where morale is sure to suffer.

**LEADERSHIP**

What is leadership? This question will likely get a variety of answers, but true leadership defines success from failure. In every business, if they don't find or cultivate good leaders, they usually don't stay around very long. While our Department has its share of good leaders through the rank structure, we have all seen first-hand how supervisors with no leadership skills destroy the continuity of the Department and crush morale. This could be the Section Commander who "forgets" to schedule mandatory training for his entire section or the officials who ignore numerous emails from Union officials, even when it involves a safety issue and is time sensitive. In our Department rank is mistaken for leadership, while in the real world, true leadership has nothing to do with rank, title, or privilege. Leadership isn't about barking orders, disciplining officers or trying to impress your superiors or subordinates. Leadership is developed in one's character, and can be applied in any profession, none more so than law enforcement.

When an apathetic supervisor fails to lead their own section, it will result in a downward spiral of morale. The indifference they show becomes prevalent, resulting in good officers also not caring, making them a part of the problem and not a viable solution. This lack of leadership, only allows the incompetent and inept to flourish.

The online Merriam-Webster Dictionary defines leadership as: 1. The office or position of a leader; 2. Capacity to lead; 3. The act or an instance of leading." With all due respect to Merriam-Webster, I believe leadership is defined by many things, the most important traits being: responsibility, integrity, respectability, honesty and competence.

How does strong leadership affect a Department? Strong leadership will meet the Department's needs at any given time, while improving morale and creating a positive public image.

Bad leadership will result in personnel who simply quit caring, which ultimately fails everyone. Leaders should capitalize on strengths and acknowledge achievements which is what our evaluations were intended to do, but have never managed to get right. Even a verbal "thank you" or "good job" can go far in keeping morale alive and well. I can hear it now, "we pay them to do a good job, why should I thank them?” Sure you do, but you are also paid to lead, and believe it or not sometimes that means being humble and offering positive accolades.

Despite what some may think, we officers are not malcontents, this is where the “us vs. them” permeates. We speak up because we care. We take pride in ourselves, in our jobs, and believe it is an honor to wear our badge.

It is important to treat officers in a fair and non-prejudicial way, which rarely happens. Inconsistencies, will impact every officer and it’s these inconsistencies that lead to allegations of favoritism, discrimination and abuse of power. It is disheartening how some supervisors are actually held to a lower standard, even when their conduct is more egregious, many of which I have brought personally to the Chiefs attention. This is what divides us and will continue to do so. The Union fights for officers to be treated fair and just, while supervisors get by with a wink and a smile.

On a few occasions, the Union has been affected by managements leadership shortcomings, their ineptitude has resulted in some officers renouncing their membership based on supervisors poor planning, ignoring the Collective Bargaining Agreement (CBA) and just plain indifference. Unfortunately these officers chose to blame the Union.

Our Union principles are based on fairness, integrity, and being honorable. I expect nothing less; the Chief should demand the same from his own.

This article is not to condemn or point fingers at Chief Dine, who I have a tremendous amount of personal and professional respect for, but he needs to understand that morale on the Department is not how he perceives it, and things will only get worse if the ongoing problems are continuously ignored, many which are starting to take place under his tenure.

While I am not sure if the Capitol Police will be included in any "morale survey", maybe the time has come for Congress to ask the questions that need to be asked of Americas Police Department. I am sure the results would surprise them.

Thank you,

Jim Konczos

Chairman

**JOSH Meetings**

Greetings to all my fellow officers,

I hope everyone enjoyed the winter and as we approach the spring/summer season stay hydrated and be vigilant.

With that said, I’d like to let everyone know that the Union has worked closely with the JOSH committee (Joint Occupational Safety and Health) to address safety/health hazards. This committee is comprised of 1 Union E-Board member (myself, and I usually take a 2nd E-board member to these formal meetings, either Chris Ferguson, Greg Baird, or Jim Konzcos, or any available E-board member), the Department Safety + Health Office, AOC, and a management representative from the Department (Lieutenant Planchart). As most of you know we've addressed the kiosk floors and ballistic glass over the years. AOC has done a great job replacing the glass and floors, however with the rough winter we've had this past year, the kiosk floors have taken a beating. Most of the flooring tiles have been removed and AOC is looking at a different flooring material that will withstand the environmental conditions. Once the flooring material is determined AOC will begin with a priority list of kiosks that are in the worst shape. I have asked the Chief Shop Stewards to supply me with a list of their worst kiosks. We have a follow-up meeting in a few weeks with the JOSH team to discuss a plan for the flooring. If you have an issue with a kiosk that is safety related, report it to your supervisor so that a work order will be generated. If you notice a crack/cracks with the ballistic glass at a kiosk, inform a supervisor immediately. Ballistic glass should be replaced if cracks are noticed. The same applies to the ballistic glass at the podiums. Enjoy the spring and summer, be vigilant and be SAFE!!!!

Thank you,

Gus Papa

First Vice Chairman

**Federal Adjustment of Income Rate (FAIR) Act**

This legislation, introduced by Rep. Gerry Connolly, D-Va., would result in a 3.3 percent pay raise for Federal employees in 2015.

 Prior to this year’s 1.0 percent Cost of Living Adjustment (COLA) federal employees have not seen a pay increase since 2010.

 Co-sponsors of the Federal Adjustment of Income Rates (FAIR) Act are Democrats Jim Moran of Virginia, Elijah Cummings and C.A. Dutch Ruppersberger of Maryland, John Tierney and Stephen Lynch of Massachusetts, Eleanor Holmes Norton of D.C., Matt Cartwright of Pennsylvania and Michelle Lujan Grisham of New Mexico.

“By investing in the federal government’s most valuable resource -- its talented workforce -- the FAIR Act would begin repairing the significant damage that has been wrought on our overworked, underpaid and unappreciated career civil service, while helping to ensure we can attract the best and the brightest to build the federal workforce of the future,” Connolly said in a statement.

 The Labor Committee has extended our gratitude to those Members who support our officers, and the federal work force.

**Diversity?**

Greetings fellow Union members,

Recently the department instituted a diversity program to ensure fair and equal opportunity for all Officers competing in vacancy announcements and a fair promotion process. An overall fair process, which the Union applauded, in hopes that this program would give everyone a fair and equal opportunity to compete for vacancies within the department, but even before the implementation of this program it was tainted.

A little history on the program. It came to the Union's attention that the individuals who were selected for the diversity program were handpicked by friends within the Department and never competed for the openings.  The Department never released any announcements for these positions. Your Union inquired and were informed by USCP legal counsel  that these positions did not fall within the barging unit, but it was quickly pointed out that the department was using Uniformed Service Bureau (USB) personnel for these positions . No agreement was reached and the Union proceeded to file an unfair labor practice (ULP) against the Department at the Office of Compliance (OoC). The process was long and drawn out but the Union finally received a ruling from the OoC stating that the Department did, in fact, commit a ULP  by not posting these positions and allowing officers to compete. This was a labor and contractual violation. Your Union has requested several times thru email and telephone calls for a meeting with the USB commander or Chief of Staff for the Chief to discuss this. As of today, no meeting has been scheduled nor have any telephone calls or emails been returned.

How can management allow this to happen with the emphasis being placed on the USCP as being "America's Police Department”? How can management, being aware of this ULP, continue on without addressing this issue? This is occurring all while the Director of the Diversity Office, who is aware of these charges, is quoted as saying "the Union means nothing". The Department is operating in violation of their own policies and that is just unacceptable. What is wrong with this picture? Is this fair to the men and women of this Department and to those that may need the services of the Diversity Office?

I have the ruling from the OoC and paperwork that was filed for any Union member that wishes to review it. This article may anger some but it was written with the intent to inform and hopefully rectify this problem. Maybe the Diversity Office needs to look within for what's fair and impartial, not cast stones while at headquarters.

Remember to stay strong and united in 2014 while contract negotiations are ongoing, and hopefully we will get a Diversity Office that is truly free of discrimination.

On an unrelated note, several officers have asked about funerals and if the ceremonial unit is being utilized for Officers who have served honorably with the USCP. Unfortunately, that procedure has changed. The Department may send one Officer, or someone to represent the department at these services. This is a change to prior practices the Department has engaged in. Unfortunately there is no written policy on funerals and the use of the Ceremonial Unit. Everyone has their own opinion of this current practice but hopefully we can all come together to honor and respect those who served.

Question of the day: Several union members have inquired as to why they can't work a double shift on the holiday, but they can be drafted to work a double on the same holiday without it being declared an emergency. I will present this question at the next meeting with the command staff.

God Bless,

Chris Ferguson
2nd Vice Chairman
(703) 969 9897
Dcferguson3979@gmail.com

**Trust and Respect**

Two of the toughest things to earn from a person are trust and respect. They are also probably two of the easiest qualities to irreparably damage as well. This is true whether they have been eroded over a period of time or have been undermined in a single act. I want to specifically address the issue of trust due to some recent communication break downs affecting individual sections that have caused some dissatisfaction amongst our membership.

One of the objectives that this Executive Board has attempted to achieve since the last election is to strengthen trust within our ranks and with Management, and rebuild it where is has been lost completely. While this might not appear to be the case depending on your opinion of the Union, it has been a key goal since this E-Board was elected. We have made attempts to increase communication throughout the Union and to dispel rumors even though information doesn’t always get to our members. Over the past few months there were several policy and personnel changes on the Department (e.g. leave policy, creation of new sections, etc.) affecting sections that caused people to leave the Union in protest. Quitting the Union might make you feel better, but is rarely a practical solution for solving a problem. If you leave the Union you are still subject to the same disciplinary process, personnel policies, and collective bargaining agreement that you were before you left the Union. The problem, whether it is lack of communication or perceived inadequate representation, still exists more than likely. The Union will go on. We will continue to address issues and attempt to shape outcomes. The only difference is you will have a small amount of extra money in your pocket, but without the insurance of the Labor Union’s legal representation or a voice at the table for future negotiations.

I would ask members who have legitimate concerns over the function of their bargaining element or the Executive Board to talk to the concerned parties before walking away. As an Executive Board and Union we only get better if we:

* Communicate
* Follow through with our objectives
* Work towards the best possible outcome for the majority of our members

There are undoubtedly more changes in store that the Union will attempt to influence for the benefit of the bargaining element, but with the understanding that Management ultimately makes the final decisions. It’s impossible to be all things to all people. Recognize that perceptions in times of change will become distorted, emotions will occasionally run high, and not everyone will get what they want. When this happens I ask that you trust that we are working in the best interest of our membership, and also to engage in the process constructively. Each member of the Executive Board recognizes that we do not have the monopoly on good ideas and encourage each member to contribute with workable solutions to our problems. If you have a better way of handling a situation, a realistic feasible solution, feel free to share it with us in the future. With hard work and a common purpose, we can start to become a stronger Union and strengthen or rebuild the trust in our ranks.

Thank you,

Dan Donahue Recording Secretary

**Retirement**

The House Oversight and Government Reform Committee recently approved a bill that would automatically enroll new federal employees in a more diverse, age-appropriate retirement fund rather than the safer government securities offering. While this will not affect our current officers, future recruits will be impacted.

 The Smart Savings Act, sponsored by Chairman Darrell Issa, R-Calif., would change the default enrollment fund in the Thrift Savings Plan for new federal employees from the G Fund to the L fund which is designed to move investors to less risky portfolios as they get closer to retirement.

 The full committee adopted the legislation on voice vote.

 The TSP launched a program in August 2010 that automatically signs up all new civilian hires to allocate 3 percent of their basic pay to the G fund, unless they choose to end their contributions or change the amount. Participants also receive a 3 percent match and a 1 percent contribution from their agencies, unless they opt out of automatic enrollment.

 Chairman Issa’s bill would only apply to new federal employees hired who are auto-enrolled in the TSP. It will not affect TSP participants who are currently auto enrolled.

 The Federal Retirement Thrift Investment Board, which administers the TSP, last year requested the legislation to switch the default fund from the G Fund to the L Fund. The Employee Thrift Advisory Council, which advises the TSP board on investment policies and the plan’s administration and is made up of representatives from employee organizations, unions and the uniformed services, endorsed the legislative proposal in November after initially opposing it.

 FRTIB has found that while automatic enrollment has increased TSP participation, new government hires under the age of 29 have too much money invested in the G Fund – likely a result of auto-enrollment’s G Fund default option.

 It's never too early (or too late) to start saving for retirement — and the earlier you begin, the more money you'll have to support yourself. As traditional pensions become increasingly rare, many workers are shouldering a larger portion of their retirement costs. And with lifespans and living costs on the rise, retirement can be an expensive responsibility. Two easy options include making automatic contributions, so the money is withdrawn from every paycheck before it is deposited in your bank account, and taking full advantage of employer matches, so you don't leave "free" money on the table.

**Social Media**

One of my campaign pledges took shape about three weeks ago, when the E-Board had its first formal meeting with Mr. Irving HSA, Mr. Gainer SAA, and Chief Dine about compressing our pay scale. In my opinion the meeting went extremely well, with an agreement to meet again in the near future. While this is a first step, we still have a lot of work to do, but it is my belief that we can get it done.

A hot topic these days with the Capitol Police has been social media. This has been very controversial in my opinion because of our Constitutional Right to freedom of expression. The Department has a different view since we have had numerous officers disciplined for expressing themselves through various social media networks. Is this discipline warranted? While the Department thinks so, I absolutely believe it is not, and I'm sure a lot of you feel the same way. The Union will continue to fight for what we believe in, just like our ancestors have done before us. How will the Union do this? We have already taken up the fight by appealing and grieving all discipline that we are aware of as it relates to social media. Our legal team at Woodley & McGillivary is already involved.

As it relates to social media, STAY OFF ALL CAPITAL POLICE COMPUTERS AND OTHER DEVICES THAT THE CAPITOL POLICE OWN. Do not get on Facebook or any other social network while at work, unless it's on your personal phone on your authorized break time. The Capitol Police computers have software that triggers certain responses while you are typing or sending pictures, if the USCP believes their standards have been compromised, notification goes out to the appropriate supervisors.

By adhering to this simple advice we can weather the storm over the social media war that Capitol Police Management has waged on us.

Thank you,

Wendell Summers Sgt.-at-Arms

**Grievances, Formal Meetings and Hand Shakes**

I want to explain the procedure and format by which the Union moves forward on different issues. I have found that even some Union officials (including myself) have not used or fully understood how to most effectively take advantage of their position and the process the law affords to them. Grievances and Formal Meetings are the formats that Union Officials use to communicate the issues and concerns they have with management. Hand shake meetings can make everyone “feel” good; they may even give some the illusion that they have actually accomplished something. Unfortunately we have found by sad experience that handshake agreements with management will only leave you wishing you had hand sanitizer.

Have you ever wondered why some issues continue to never be resolved and resurface over and over again? It seems as though we refight the same battles; holiday draft lists, calling in for unscheduled leave, leave restriction, preferential treatment, double standards, FMLA, AWOL and even more important things like raincoats, hats and cell phone policies, and the list goes on.

The other day I was told one of our Chief Shop Stewards reported that their Inspector didn’t like “grievances”. Some officials have said they don’t like using the term or name “grievance”. I honestly don’t know what to say to that other than that’s the name that the courts gave the process so get over it.

When the Union files a grievance, it starts a legally binding process that the Department has to respond to. By law they cannot ignore it. More importantly it forces managers to formally address a situation and put their position in writing. The grievance process is the only way the Union may take anything to arbitration. So when I hear of Union Representatives who are reluctant to file grievances I become concerned that they do not understand their vital role in this process. I don’t care if their official doesn’t like it, so what. And even if the Inspector “resolves” the issue with an immediate fix/handshake, I say file the grievance and get their response in writing. If you don’t, the situation will repeat itself and you or someone else will be right back where you started.

When Union Representatives meet, in their Union capacity, with management it is call a formal meeting. A formal meeting is defined in our Collective Bargaining Agreement Section 05.02;

In accordance with 5 USC 7114(a)(2)(A) and (B), the Union will be given the opportunity to be represented at:

1. Any formal discussion between one or more representatives of the Department and one or more bargaining unit officers concerning any grievance or any personnel policies or practices or other general conditions of employment; or

2. Any examination of an employee in the unit by a representative of the Department in connection with an investigation if –

A. The employee reasonably believes that the examination may result in disciplinary action against the employee; and

B. The employee requests representation.

When it states “the Union will be given the opportunity to be represented at” it means that Management has the obligation to attend any and all meeting between officers and management in which “one or more bargaining unit officers concerning any grievance or any personnel policies or practices or other general conditions of employment”. Shop Stewards and Chief Shop Stewards, per the Collective Bargaining Agreement, are to meet with their Section or Division Commander at least once every two weeks. This is an example of a formal meeting. Roll calls are formal meetings and so is the meeting between an officer and a sergeant when that officer is presenting all of their great ideas to fix the section. Formal meetings also occur when a Shop Steward meets and files a grievance. There are NO informal meetings between Union Representatives and Managers. Yes there is an informal step in the Grievance procedure but this is not an informal meeting. It’s a formal meeting. Unfortunately some have been under the impression that if they informally “take care” of an issue it will be resolved. The problem is there’s no record of it and therefore in a judge or arbitrator’s eyes it didn’t occur. Minutes should be taken for any and all formal meetings. Minutes of a formal meeting become legal documents which can support your case. A Union Representative should report back to their section the outcome of a formal meeting.

It is disheartening to hear of Shop Stewards who have never filed a written formal grievance. We have to get out of this mindset that informal handshakes resolve issues. They do not; they simply postpone the inevitable repetition of the problem. Grievance is not a bad word; it is the legal term by which we resolve our differences.

James Myers Executive Chief Shop Steward

**The Way it Was**

 One work year is 2,080 hours without any leave calculated into it. After serving on the Department for 26 years I decided to run a few numbers. Upon completing 25 years you will have earned 2,600 hours of sick leave; 2,000 holiday hours; about 4,312 of annual leave (this will vary with prior federal or military service), for a total possibility of earning 8,912 hours of leave. (I hope my calculations were correct and if I’m not it’s still a lot of leave). At the end of 25 years you will have worked 52,000 hours. If you use all of your leave it will take your balance down to 43,088 hours of working at doors and barricades, checking vehicles, training, assisting Members of Congress, working arrivals of Heads of State and VIPs, answering questions from tourists, working demonstrations, dealing with the mentally challenged, screening staffers and whatever else happens on Capitol Hill. If you screen an average of 5 people an hour (and that’s low), you will have screened over 260,000 people in 25 years. This does not take into account overtime or WDO’s which may increase some of these totals.

 After commuting for 25 years you will (if your commute is 35 miles one way) have put about 455,000 miles on your car. For many of us our commute is much longer. If you spend 2 hours a day commuting, you will have spent 13,000 hours in Washington DC traffic. If during your commute you stop and buy a soda or cup of coffee you will have spent approximately $8,000 to $9,000 over 25 years based on present-day average prices. You will have eaten nearly 6,000 meals while on duty and who knows how many bathroom breaks. Arriving a ½ hour prior to roll call will give you 3250 hours of preparation time after 25 years.

 Over the past 27 years I have witnessed some remarkable changes in how we perform our jobs. When I first qualified with a Department handgun it was a Smith and Wesson .38 caliber revolver. Everyone was issued 12 rounds and if you were on Patrol Division or First Responders they gave you 18 rounds with speed loaders. CERT worked on the Divisions and was only deployed when needed. K-9 officers had to own a vehicle that would hold a cage for their K-9s. Training was held in the attic of Annex 2 and DPD consisted of about 10 officers who were the leadership’s drivers. Our headquarters was a single building (it was condemned and is now part of a Senate parking lot) on the corner of First and D Street. There was no Fairchild Building, Cheltenham, or GOP building; we were shoved in mezzanines and unwanted offices throughout the Hill. You had to check your radio in and out and our new improved radios are just as big as the ones from 27 years ago, and they sound about the same. Half of the Department was on the Senate payroll and was paid twice a month the other half was on the House payroll and was paid once a month. There was no night differential, holiday, or Sunday premium pay, and overtime was accumulated and paid quarterly. Overtime was only accrued after you worked 4 hours otherwise it was comp time at 1.0 hours.

 I remember my first roll call and I thought I was at a senior citizen convention. We actually had one officer who was in his 70’s and his permanent post was a desk on the Capitol side of the Cannon Subway and he had to count the paintings in the subway. Many of our officials were Vietnam Veterans or former Metropolitan officers who knew their job and yours as well, and when a Sergeant was asked a question at roll call an accurate answer was given. Sergeants ran the shift, took responsibility and defended their officers.

 The reason I mention all of these facts is after a certain point in our careers I believe by many standards that even the average “meet expectations” officer would be considered a dedicated vested honest employee who cares about their job. Yet the Department treats us much differently.

 One recent example comes from qualifying at the range. They used to give us a box of 50 rounds, you would load up with 4 leftover and you would just leave them on the table with other leftover rounds. The Department has demonstrated that they obviously don’t trust officers because now we have someone from property actually counting your rounds out to you. Really? After 27 years I’m going to steal 4 rounds of ammunition! For what, target practice? How distrustful and insulting can you be?

 Recently the Chief reported to Congress that morale was good within the Department. Why shouldn’t it be? Overtime was cut and now its unpredictable last minute holdovers, leave has been reduced, and discipline is more severe; but we work for America’s Police Department and that makes it all good. It’s not that officers don’t like their job; I think most of us do. It’s that you’re guilty until proven innocent. CP-534’s seem to be the normal mode of training. Long gone are those days of those experienced sergeants teaching, training and mentoring you in your job. When I came on the Department 27 years ago you very rarely heard of an officer being disciplined and losing hours. Sergeants handled everything. Now the Sergeant has to confer with the Lieutenant, who talks to the Captain, who consults with the Inspector, who makes a conference call to the Chief to determine that your leave is denied.

 It appears that the Department has adopted an ideology that disciplining officers more severely for alleged violations of Department policies is quality training. First time offenses are receiving 534’s with severe hours taken. The Department has recently assigned a Deputy Chief to oversee the Department’s Disciplinary Review Task Force. He works in conjunction with the Department’s five full time attorneys to ensure that you will be disciplined fairly, without bias and in a timely manner. I personally think it is impressive that the Department has devoted so many of our valuable resources into making sure that your discipline is handled so effectively. Think about it, a Deputy Chief and five attorneys just for you, because they care.

 The great thing is that we also have great attorneys working on our behalf and they are winning. It is a time consuming process that unfortunately the Department can and does drag out for an extremely long time. Some cases have not been resolved even after three years. It is sad that the Department has decided to use discipline as a form of training in place of real leadership and teaching. We want all to be treated the same as our officials are treated.

Thank you,

Greg Baird Secretary

***Executive Board***

* **Chairman**- Jim Konczos 410-302-9685 jameskonczos@att.blackberry.net
* **First Vice-Chairman**- Gus “Papa” Papathanasion 516-808-0364 guspapa@tmo.blackberry.net
* **Second Vice-Chairman**- Chris Ferguson 703-969-9897 dcferguson2@vzw.blackberry.net
* **Chief Executive Shop Steward**- James Myers 301-848-6076 jwmyersjr@gmail.com
* **Secretary**- Greg Baird 240-285-8349 greghb28@gmail.com
* **Treasurer**- Mike Detorie 443-677-0911 mjdetorie@yahoo.com
* **Recording Secretary**- Dan Donahue 703-861-6616 daniel.donahue.dd@gmail.com
* **Sgt-at-Arms**- Vince Summers 240-299-4248 summup@yahoo.com

**\*\* This letter was recently submitted to the Chief of Police \*\***





  **** 

**United States Capitol Police Labor Committee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**2014 STUDENT SCHOLARSHIP ANOUNCEMENT**

**One $1500, one $1000 and one $500 Scholarships will be awarded to the winners.**

****

**Eligibility**

* **A member in good standing, for at least one year, of the USCP FOP Labor Committee can sponsor their son or daughter.**
* **A Candidate must be a High School Senior preparing to attend their first year of college.**
* **The Scholarship must be used at any accredited College, Technical School, or University.**
* **Scholarships will be awarded on a basis of scholastic merit, current achievements and future goals.**
* **All applications must be post marked by June 21, 2014 or delivered personally by 1330 hours June 23, 2014**

**\*See your Union Representative or our WEB Site for further details\***

 **** 

**United States Capitol Police Labor Committee with the Congressional Federal Credit Union**

**Present the 2014**

**Officer’s Scholarship**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Three (3) $500 Scholarship Awards**

**will be awarded to the winners.**

****

**Eligibility**

* **All candidates must be a member in good standing for one (1) consecutive year, or when first eligible to join the Labor Committee (new recruits, recent transfer from a non-bargaining element as outlined in the Collective Bargaining Agreement).**
* **You must provide with your application a letter of acceptance/proof of registration or enrollment from an accredited College, University, or Technical/Vocational School.**
* **The scholarship may only be used at an accredited College, University, or Technical School.**
* **All applications must be post marked by June 21, 2014 or delivered personally to an Executive Board Member by 1330 hours June 23, 2014.**

**\*See your Union Representative or our WEB Site for an Application\***