



THE GRIEVANCE

UNITED STATES CAPITOL POLICE LABOR COMMITTEE

Date: July 12, 2018

Make the Department Great Again ???

Brothers and Sisters:

Now that the Winter and Spring are officially over (although it doesn't feel that way), we are gearing towards a busy summer season here at the USCP. For over a year now I've been asking myself this question, "How can we make our Department GREAT again?" The second question I keep asking is, "Was this Department GREAT to begin with?" I say this because my job is always looking for ways to improve our working conditions. I look for ways to improve our retirement as I constantly meet with the Department's Management, our Stakeholders and Members of Congress. We've been pushing for a pay scale compression for several years. We've been pushing to change the mandatory retirement age from 57 to 60. We've been pushing to improve our retirement benefits. All of which will boost morale and increase retention. All of these proposals were outlined in the GAO's actuary study back in 2012.

In addition to what I've just mentioned, what are other ways in which we can improve morale on this Department and make the USCP an enjoyable workplace? This is one question that continues to pop up when I meet with the Department's OHR Representatives, the Department's Management and the Stakeholders. As we all know when former Chief Dine arrived there was a small breath of fresh air as we thought there would be positive changes, but we all know that didn't happen. Not only did morale hit the gutter among the troops, even supervisors were miserable under Chief Dine. Since Chief Verderosa has taken over morale has improved but there's still work that needs to be done as we work together to ensure positive changes will improve our workplace and this Department. This brings me back to the focus of this article; "How can we make this Department great?"

For starters, one concept that needs to be eliminated is the "us versus them" mentality. This goes for supervisors and officers alike. If we can overcome this hurdle on this Department it would eliminate most of our issues. Striving to work together instead of working against each other would eliminate a lot of the problems we face. It's all about teamwork. At the end of the day we are all on the same team, however, there are supervisors out there that cannot grasp this concept, which in turn resonates down to the officers, hence the "us vs them". Eliminating this concept and learning how to be true leaders is a good starting point.

I was asked recently about the lack of comradery and trust on this Department as it seems to be non-existent. How can we improve in this area? I don't know what the answer is. It seems as times have changed so has the

Department. For those who have been on this Department for over 10 years, do you remember the days when we use to hang out after work? Or could joke around without worrying about whose listening? Ask yourself, how can we make it fun to work here while still being able to carry out the Department's mission? Let's start by treating each other like adults. Let's start by working together and not against one another. Let's start by coming up with ideas to improve working conditions, pay, and benefits. Together we can achieve this. Together we can improve. Together we can make this Department GREAT!

Enjoy the Summer!!

Fraternally,
Gus Papathanasiou
Chairman
USCP/FOP Labor Committee

Truthfulness

To All,

I hope everyone is doing well and is prepared for the long hot summer ahead. As First Vice Chairman one of my responsibilities is to organize the numerous committees we have as a Union. Judiciary, Uniform, Election, Negotiating, JOSH and Labor Relations. I will be reaching out to all Division Chief Stewards in the very near future to collect names of those interested and what committee they would like to volunteer for in helping make our Union stronger and better represented. We are strong together, not divided.

Unfortunately a growing trend seems to be occurring within our Department. It's troublesome and honestly unacceptable. The issue I'm speaking of is TRUTHFULNESS. If there is one offense this Department will terminate you for, its truthfulness. It is literally preached to us as recruits and continues throughout our careers.

The Merriam-Webster dictionary defines a "lie" as a verb meaning:

To make an untrue statement with intent to deceive; or

To create a false or misleading impression

Law Enforcement professionals are held to a higher standard than the citizens they have sworn to protect and serve. In times when Law Enforcement actions are being criticized and officers find themselves under the social microscope. It is important to ensure that law enforcement professionals adhere to a strict code of truthfulness. As many already know, requiring truthfulness of officers not only must agree with public policy, ethics and notions of morality, but also the law.

There numerous factors that an Untruthful Police Officer brings to the table: Every person involved in the criminal justice system relies on police honesty for the following reasons:

Police officers must trust one another and the information that officer relays to him must be valid.

Supervisors will make decisions based on the information received from the officers.

Citizens are urged to communicate and cooperate with law enforcement officials. If they trust and respect the officer, the ability to get their support will be enhanced.

Prosecutors depend on honest reports, statements, and affidavits when prosecuting criminals.

Judges rely on the honesty in evaluating warrants and testimony.

Jurors determine guilt or innocence and often liability based on an Officer's investigation and testimony.

Untruthfulness must be disclosed in any criminal proceeding in which the Officer is involved, a strong history of public policy disfavors officers who are untruthful. Here are some public policy concerns with respect to officers who have lied:

Inability to serve as a credible witness

Untruthfulness constitutes conduct unbecoming

Law Enforcement is held to a higher standard.

Untruthfulness undermines police legitimacy

Untruthfulness undermines overall success of the department

The legislature imposes and even higher standard on police

Truthfulness is becoming more and more an issue with officers facing discipline. I don't know if one thinks he/she can get one over on the department and OPR or they simply just aren't thinking. When in doubt, "ASK" your union rep or ask someone on the E-Board. YOU as an officer are responsible for YOUR actions, no one else. It's very discouraging when we find out an officer has lied to either an outside agency or even our own OPR investigators. OPR will not ask you a question they don't already know the answer to.

LYING IN A DISCIPLINARY INVESTIGATION ALONE IS GROUNDS FOR TERMINATION.

If you take anything at all from this brief article is please "ASK" when in doubt, and simply tell the truth. I can't stress that enough. Things happen, could be you're just in the wrong place at the wrong time, just tell the truth. If you are called into OPR for a statement either it be for a respondent or witness, ask for union representation. Let us decide if a representative is warranted to sit in and make sure the investigation is conducted fairly and without prejudice.

Thank you all for your time and attention in this matter. I hope it helped you identify that the Union is here for you and we are here to help. Sometimes things don't always go the way we'd like them to go, but if you are truthful, we will be there for you. Call or drop me an email...

Fraternally,

James "Keith" McFaden
First Vice Chairman
USCP/FOP Labor Committee
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SUMMER'S PERSONAL THOUGHTS

I am finding out that some sections within USCP feel that the Union isn't representing officers effectively. They feel that their interests are not a priority to the Union Representative that are supposed to speak for them.

Ladies and Gentlemen, if this is the case: SPEAK UP! GET INVOLVED!

The Union is only as strong as its membership. Elected Officials on each section should represent each of its members to the fullest. If they are not then the Chief Shop Steward or any Executive Board member should be may aware of it. If the Chief Shop Steward is the problem; please bring your concerns to our attention if you feel your interests are not being protected. If they are not doing their jobs, Union Executive Board Members can make them accountable!

Officers that think the Executive Board isn't doing their job, and they go out and seek what they think are better "alternatives" is truly not a good decision in my opinion. It is easy to get out of the UNION, but that decision is at your own peril. There are officers that are seeking other organizations to represent them when they need assistance. Unfortunately, lawyers from other organization are not familiar with USCP or its Council. This means that lawyers are unfamiliar with USCP have a clear disadvantage when it comes to negotiation and they tend to rely on USCP's Council to guide them through the process. This puts your case at a serious disadvantage and gives uscp Council an unfair advantage; It is important that you understand this correlation. The FOP Labor Committee has an excellent law firm that is very familiar with USCP and its Council. The Law Offices of Woodley and McGillivray, LLP has represented USCP Officers effectively and successfully against USCP and its Council in hundreds of cases. They are familiar with policy and procedure as well as the tacticts that are used by USCP's Council. It is vitally important to have representation that is familiar with our "ADVERSARY".

Without membership in our UNION you forfeit access to many resources that could assist you if you are ever in need of assistance with a case. If you are faced with an administrative incident that requires legal assistance, your membership dues eliminates the costs COMPLETELY. Without being a member of the Union your attorney fees could range into the THOUSANDS of dollars for representation. This is not an exaggeration!

I find it inconceivable, implausible, unimaginable and BEYOND BELIEF, how an officer would not become a member of our FOP UNION. Would you drive your car without auto insurance? Why not protect your career in the same manner? Your membership in "insurance" for your career. Your membership guarantees support and representation if you become involved in any tye of discipline matters during your tenure with USCP.

You carry auto insurance for the "what ifs" and "just in case"; Why not be prepared for the same thing as it relates to your career? The responsibility and liability that comes with a career in Law Enforcement, especially in this day and age , is a double edge sword at times. Sometimes good cops find themselves in situations even when they do the right thing.

Why not ensure that you are always protected? Why not ensure that you have coverage? There is a misinterpretation within the rank and file that if you're not in the UNION you are still covered; That's true in theory but it's not practical. What I mean is: If you have to respond to the office for some infraction, yes we have to respond with you. This is where the misinterpretation comes in, Union Officials that respond with you in that particular meeting is not necessarily responding for you personally. They're responding to preserve the rights of our dues paying members and our Union as a whole. In the most simplest terms, Union Officials are responding to these particular meetings to ensure that there are no BACKDOOR DEALs being done that will hurt the rank and file. Most importantly because you're not dues paying member you are not afforded and representation from our legal team.

As stated previously, YES you can go out and get legal services elsewhere but AGAIN they're not famiar with USCP Council which puts you at a DISADVANTAGE

If you are considering leaving the UNION, I would really like to encourage you to stay. As I said in the beginning of this article, SPEAK UP!! GET INVOLVED!!

Your Executive Board Members are here to assist you,

Vinnie Summers
Second Vice Chairman
USCP/FOP Labor Committee

To Join, or Not to Join? That's the Question. Here's the Answer

If you are eligible for membership in the Union, you need to sign up. Whatever your reason for not signing up, it is not good enough. Don't like unions? You probably don't like car insurance companies either, but you pay a small premium over time to protect yourself against a catastrophic loss in the future. Don't think you'll ever get in trouble because you're a "good" officer? An argument with the dry cleaner (who knows you're USCP since he also cleans your uniform) because he ruined your favorite seersucker suit can result in a sustained complaint of misconduct—literally. Don't like your section or division reps? Run against them in the next election. Think the people on the Executive Board are jerks? We are—take a number at the complaint counter. Absolutely certain you will never have to use deadly force? Are you willing to bet your house, your kid's college fund, and your future earnings on it?

The Union primarily represents officers facing adverse action stemming from administrative (read: not criminal) action. Once the Department makes a (subjective) determination of guilt and recommends a penalty, it will take effect automatically if you do not challenge it. The FOP is in the due process business. Due process means appeals, grievances, DRBs, and arbitration. It may also mean the Office of Compliance, the U.S. District Court for the District of Columbia, the DC and Federal Circuit Courts of Appeal, and possibly even the Supreme Court.

There are few things more gut-wrenching than the look on a colleague's face when they first see a Command Discipline Report that reads, "It is recommended that Officer Thiscould Beyou receive a CP-535 with a recommendation of termination of his/her USCP employment in connection with a sustained violation of USCP Directive #2053.013, Rules of Conduct, Category X: Professional Complacency, Rule X99: Poor Planning." The only thing that's worse is when they tell you that they've never bothered to join the Labor Committee. Now, not only are they facing the prospect of a severe financial penalty, but they've got to pay the going rate for legal representation in the DC metropolitan area. Let me save you the suspense, outside of Wall Street and Silicon Valley, legal fees don't get any higher than in the District.

Oh wait...you probably belong to FLEOA, or have some professional liability insurance, right? That's great. Keep it. It is not imprudent to have civil liability insurance, but be sure to read the particulars of the policy, and pay careful attention to the monetary limits, particularly for criminal and administrative coverage.

For example, Starr Wright USA offers the following: "up to \$200,000 in defense costs for federal government-initiated administrative proceedings, and up to \$200,000 in defense costs for criminal proceedings or investigations." See <http://wrightusa.com/>. Mass Benefits offers basically the same: "up to \$200,000 legal defense protection for both Administrative and Criminal charges." See <https://www.career-guard.com/coverage/>.

And if you wear a uniform, you are relegated to second-class status by FLEOA. "Legal representation for [uniformed officers] is limited to a member's core duty hours for agency adverse action issues only. Members will only have access to FLEOA associate attorneys. The exception to this is, if in their official capacity they're involved in a use of force incident, or enforcement or field operation that also involves Regular members." See <https://www.fleoa.org/aboutus.aspx?id=39>. So the next time you find yourself in a deadly-force scenario, just ask around to make sure a "Regular" (as opposed to irregular?) FLEOA member is also planning on using force at the exact same time.

This is not just hyperbole. In 2017, defense counsel billed the FOP Legal Plan in Oklahoma over \$400,000 for the first-degree manslaughter trial of Tulsa PD Officer Betty Shelby. First-degree manslaughter in Oklahoma carries a potential sentence of not less than four years. See 21 OK Stat § 21-715 (2014). A Tulsa jury acquitted Shelby. I checked the math twice. The \$200,000 that both of those plans offer is in fact less than the \$400k the FOP legal plan spent in Oklahoma.

FOP Lodge #3 in Baltimore spent over \$800,000 in 2015 alone defending the criminal charges stemming from the death of Freddie Gray. See <http://www.baltimoresun.com/news/maryland/baltimore-city/bs-md-ci-police-union-financials-20160729-story.html>. That does not even include the cost of the subsequent administrative proceedings.

Lest you thought otherwise, administrative hearings are not cheap either. They are adversarial proceedings that require preparation, research, and even expert witnesses. But don't take my word for it. Take 5 – 10 minutes and read the following: <https://compliance.gov/sites/default/files/decisions/Board%20Decision%2015-LMR-02%20final.pdf>. (FOP v. USCP, 15-LMR-02 (CA) (September 25, 2017)).

Take note that the estimated legal fees as of June 17, 2015, were over \$265,000. Now check your calendar and you will see that nearly three years have passed since that valuation. The number is only going higher. Why? Because the Department employs scorched-earth litigation tactics in the hope that we will either give up, or run out of money. We won't.

The Labor Committee has chosen to affiliate with the FOP Legal Plan, which will not impose any cap on criminal proceedings as long as you choose an attorney affiliated with the plan. All fifty states and the District have a panel of attorneys. The Labor Committee will not impose any arbitrary cap on administrative matters. Our counsel will give the Labor Committee a thorough and legally-sound review of the continued and/or future likelihood of success of any action. If your case has merit and a reasonable chance of prevailing at some phase of the myriad layers of review, then you will be covered.

As a fun exercise why don't you call your company (Mass Benefits is at 1-800-221-3083 and Starr Wright USA is at 1-800-424-9801) and ask them what happens if your hypothetical criminal trial or administrative proceeding costs more than \$200,000.

Our dues are the cheapest in the metropolitan area. Protect yourself, get over your hang ups, and fill out the membership forms.

Fraternally,

Mike Dettore
Treasurer

Dear USCP Officers,

1: COMMUNICATION-

As an Executive Board member grievances, discipline, and many investigations come to me via the Chief Shop Stewards from each division. We need to maintain the communication from Shop Steward to Chief Shop Steward to me (Executive Chief Shop Steward) so I can relay all that information to the Executive Board in our bi-weekly meetings. From 550's to DRB's; we discuss everything when it's brought to our attention.

2: PAPER EVERYTHING-

If you feel that the CBA was violated get it documented. Speak with your Shop Steward; he/she needs to put it on paper and have the violation documented because we all know verbal complaints and false rumors go nowhere.

3: UNITY-

We have to be united as a Union. I thank all the Chief Shop Stewards for their effort and help when an officer needs assistance/guidance.

If an officer comes to me and I don't have an answer; I will make sure I get the answer and respond expeditiously.

In the following weeks, I plan to visit all the stewards/Chief Shop Stewards on the Hill and set up training for newly appointed stewards.

I look forward to meeting you (stewards) and any officer that needs assistance.

Chief Shop Stewards:

House: Antwan McCall

Senate: Larry Schaefer

PMRD: Steve Riley

Capitol: Darien Giles

FRU: Jeff Albanese

LOC: Ronte Britton

COMM: Felix Froimovich

In Solidarity,

Dennis Lee

Executive Chief Shop Steward

USCP/FOP Labor Committee

240-278-8278

@Uscp_LaborUnion (Twitter)

GENDER INEQUALITY

“Each time a woman stands up for herself, she stands up for all women.”

-Maya Angelou

There are some Police agencies that have an equal number of women on the force as men. Capitol Police originated in 1828 and in 1974 the Department's first female was hired. Yet in 2018, some female locker rooms are just as small as a janitor's closet, some sections have at least four (4) female officials with other sections having none at all.

This article is not going to be a feminist rant but just something to remind everyone that your mother, wife, sister, girlfriend or daughter has gone through or may be treated differently in the workplace than your father, husband, brother, or son.

Being considered a First Responder comes with a great deal of pressure whether you are a Police Officer, Firefighter, EMT, or Military Personnel. Now let's triple that pressure if you are a female. Some women are told to sit back and act like a lady, some women have been overlooked for certain job positions because of their gender. What if a man was told to sit back, and act like a man? Exactly what does that entail, “act like a man?” So, why is it ok to say, “Act like a lady”? Why not just say, “act like a civilized human being?”

There is no question that the average female Police Officer is physically weaker than her male counterpart (studies suggest). It can be argued that some men are just as weak as some women. Female officers have a tendency to be more effective in the area of verbal and physical communication that it compensates for their disadvantage in the area of physical strength. Because female officers utilize a different policing style, and rely less on physical force and more on communication skills, potentially violent confrontations are less likely to occur or escalate into excessive force situations.

Again, let this article remind you and bring awareness to the lack of equality some women face every day.

“Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone’s responsibility.” –Ban Ki-moon

With Regards,

Jodie Penny
Recording Secretary

Hello USCP family,

My name is Kevin Evans. I presently serve as the Sergeant at Arms for the Union’s Executive Board. I come by the way of Recruit Class #90 (a long, long time ago).

Being part of the USCP Union is knowing that you will be taken care of when you need it the most and when you don’t know you need it the most. Your rights need to be protected. The Union can help you. If you are already a Union Member, we thank you for your continued membership. As a Union Member, please remember to tell me if you’re not happy. I want to know. We are united through membership. You deserve to be heard and I want to listen. For all of you who have not joined the Union yet, please let’s talk. I’m sure most of you who aren’t members probably feel that you don’t need the Union. The Union is insurance for your rights as a sworn employee. It’s just like health insurance or car insurance. You pay for health insurance, even though you are young and healthy. But life happens. You don’t plan on getting sick or in an accident, but you are prepared by having insurance. That’s why the Union is here - its insurance for your job and for fair and equitable treatment that you deserve. Come and be part of the team.

“Unity is strength...when there is teamwork and collaboration, wonderful things can be achieved.” - Mattie Stepanek

Fraternally,

The Honorable Kevin R. Evans
Sergeant at Arms

“Have those units respond back to the Hill”

This is a phrase that I’ve heard numerous times during my tenure as an officer with the USCP. As a department there is no question that members of congress, stakeholders, as well as everyday visitors are our number one priority as a department however, there is no reason in the world why we as a department should not have a footprint in our quo UN quo “extended jurisdiction”. Even though our SOPs utilize the phrase “extended jurisdiction” the fact of the matter is that our “extended jurisdiction” is actually our primary. Unfortunately, we as a department fail to realize the larger picture of the essential function we serve and as a direct result attempt to place an exclusionary bubble over capitol grounds. The harsh reality is that Capitol grounds are simply not exempt from malicious individuals and violent crime. As of 2017, the US Census reported that 325,398,017* individuals reside in the United States and 680,000 reside in DC all of whom have a vetted interest in particular political issues as well as an inherent right to visit their Capitol. Independence and Constitution Avenues are major thoroughfares of Washington DC which allow these citizens easy access to various locations throughout

the Capitol complex. In addition, stakeholders and members of congress utilize various businesses and restaurants not only on Capitol grounds but throughout Washington, DC. In my opinion, it is essential to have police presence in these areas because of the unique mission and dual legal codes that we fulfill and enforce as Police Officers.

During my tenure at USCP I have witnessed and listened to myriad officers make arrests for egregious crimes to include felony assaults and CPWLs a large majority of which occurred within the primary jurisdiction of Capitol grounds. In addition, I have been on the air for three shootings since I've been sworn two of which occurred in our primary jurisdiction. While I am a firm believer in our current framework of responding to crimes and dealing with critical incidents on Capitol grounds it is essential to realize that we need to add a newfound sense of proactive policing to ensure that these crimes do not occur on our front doorstep again. Allowing crimes to occur in our immediate areas of responsibility and not responding to calls in the extended jurisdiction can be a danger to the congressional community, the entity that we are sworn to protect.

In Solidarity,

Ryan Corrigan
FRU-2 Shop Steward

Do Your Part

I hope this finds you doing well,

First of all I want to say that I recognize everyone's right to call in for leave and I would never tell an officer that they couldn't call in; but having said that I would like to express some of my concerns. We seem to be living in an environment where we look out for only ourselves and could care less about anyone one else. Through our actions many times we are saying that my situation or family or leave is more important than anyone else's. There are officers who block out weeks and months of leave and then cancel it at the last moment. We have officers who will call out on holidays because they feel that they should be off over anyone else and never mind the fact that they just jammed another officer who is now being forced to stay and work a double on their holiday. I have never understood this mentality and all I am trying to say is that we should be more aware of our fellow officers and do our part.

Changing topics, I just want to say that we are being watched. Not only is management watching our every move but others are watching as well. If you have an incident on post, just be warned that Management has a practice of reviewing videos up to several hours prior to the incident. We have seen officers receive corrective action for things that were not even related to the original incident. Not doing the "Cookie Cutter" and cell phones seem to be the most common problem. In addition to that, Members, Department Civilians, Staff, Public, Press and Bad Guys are watching us and they do notice the officer who is out of position and on their phone not paying attention. I do realize that we have a lot of new posts but just because there is not a SOP for a post, it doesn't mean that we can be on our cell phone not paying attention or completely out of position. Enough said, I don't want to sound like management but I have seen it too often over the years that an incident happens, the Department reviews the tapes and an entire section is penalized for something that wasn't even related to the original incident.

Moving on to firearms. I was very disappointed when the Department released the latest updated policy on Department firearms. We are not even allowed to clean our weapon at home much less shoot/practice at an outside range. We are trying to work with the Department and develop a list of certified ranges where officers could go and shoot on their own time, but I don't see that list coming out anytime soon. Personally I think it is a shame that officers are not trusted to even clean their own firearms in their house. Additionally be aware of where your firearm is at all times, the new policy clearly states that you are not allowed to carry it in a bag or backpack, it must be on you at all times, and check your ammunition frequently to insure that it is all there and

Department issued. And learn how to use the “new” lock boxes! If you read any new policy I would encourage every officer to read and be familiar with the newest edition of the firearms policy.

The only reason I have brought up any of this is because these are some of the prevailing issues that I see officers being hemmed up over. It is mostly stupid stuff, but it seems to be getting worse and not better.

I would much rather be slamming the Department on how deep can you go into the promotional list, I mean, really? Every official who has been promoted in the past seven or eight months should be sending our former Chief a Thank You card for not promoting anyone for his three year tenure.

What else is there? Oh yeah, I am glad they are now starting to document unscheduled leave usage. Can management also start to document all of the unscheduled overtime that we are ordered to work. I mean, I understand that when we use unscheduled leave it affects the Department, but don't you realize that when we have to work unscheduled overtime it affect our families, friends and personal lives? But then you don't care about that, you're still going home.

Just remember most of our Department just “Meets Expectations” and that includes the officials.

I wish you all well and be safe,

Greg Baird
Secretary

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**TESTIMONY OF GUS PAPATHANASIOU
CHAIRMAN
FRATERNAL ORDER OF POLICE, U.S. CAPITOL POLICE LABOR COMMITTEE**

**BEFORE THE
U.S. HOUSE COMMITTEE ON HOUSE ADMINISTRATION**

JUNE 26, 2018

Good morning Chairman Harper, Ranking Member Brady and Members of this Committee. I'd like to thank you for giving me the opportunity to testify before you on behalf of the United States Capitol Police Labor Committee Fraternal Order of Police. I am deeply humbled and honored. Before I begin my opening remarks, I'd like to take a moment to thank Chairman Harper and Ranking Member Brady on their years of service and wish you both luck in retirement. You've been great allies for Law Enforcement, especially to the Capitol Police. Ranking Member Brady we've personally had many productive meetings throughout the years and I'm happy to see that you are leaving on top now that your Philadelphia Eagles are Super Bowl Champions. Congratulations.

As I enter my 16th year with the Capitol Police, I've been with the Union's Executive Board serving as the 1st Vice Chairman since 2009, and now as Chairman since 2016. Joining me today are members of my Executive Board, 1st Vice Chairman Officer Keith McFaden, 2nd Vice Chairman Officer Vincent Summers, and Legal Counsel for the Union, Megan Mechak.

Our Labor Union plays a vital role in the operation and success of the Capitol Police. As outlined in our Collective Bargaining Agreement (CBA), we contribute to effectively accomplishing the mission of the U.S. Capitol Police by fostering a positive and constructive relationship between management and the sworn employees. However, there's always room for improvement and there's still work to be done.

As the Department continues to grow and the mission changes, we must adjust to these changes. I've been fortunate to have a good working relationship with Chief Verderosa and Assistant Chief Sund, but these relationships don't occur overnight. Collectively we have worked on building a mutual respect for each other, which goes a long way. We meet regularly to resolve issues. Although we don't always agree, we are all committed to the success of the USCP.

Some of the issues and concerns we've addressed in our meetings and will continue to pursue together include:

- Officer morale.
- Wellness of the Officers on the front line.
- Balance of work and family life.
- Pay Scale issues and pay Cap issues.

Unfortunately, we have many areas of disagreement, including:

- Ignoring legally binding Arbitration rulings.
- Ignoring decisions by the Office of Compliance.

- CBA negotiations are at a standstill pending negotiability appeals filed before the Office of Compliance, and pursued to the federal appellate court.
- Progressive discipline not being adhered to as outlined in the CBA.

As a result of these issues and concerns, the Union will continue to pursue and promote the following:

- Fair treatment of all bargaining unit members.
- Good faith negotiations.
- Resist cuts to pensions to the USCP and all of federal law enforcement.
- Enhance law enforcement retirements as we outlined in the 2012 GAO actuary study.
- Pursue the pay scale compression and increasing the yearly pay cap.
- Eliminate the bi-weekly pay cap so that officers don't lose benefits.
- Promote resolving grievances at lower levels.
- Promote the well-being of officers and improve working conditions, especially when officers are working long hours and under the elements of the weather on a daily basis.
- Eliminate the hiring of retired double dippers who take away positions from bargaining unit employees.

These are just some of the crucial issues we need to work on to make positive changes for both management and employees. These issues ultimately affect us all. At the end of the day we are all on one team, a team dedicated to the Department's mission, which is to promote the safety of the Congressional Community.

I am proud of the Men and Women of the U.S. Capitol Police that wear the badge with honor and dignity. I am proud to be their Union Leader. As we put our lives on the line on a daily basis, it's time we make positive changes.

Thank you for allowing me to address this committee and I look forward to any questions you may have.

TO PRE-PLAN OR NOT TO PRE-PLAN: A NO-BRAINER

By: Mr. Gordon Raymond, Family Services Advisor
Washington National Cemetery Suitland, Maryland

Recently, Newsweek Magazine published an article on pre-planning for a family's end-of-life needs that declared: *80% of Americans strongly agree that pre-planning is a worthwhile and beneficial thing for the average family to do.*

As most working families will agree--the cost of raising a family, maintaining a mortgage, paying everyday bills, saving for college tuitions while planning for retirement--can be daunting. Month-in-and-month-out, many working families struggle to keep it ALL together.

Now imagine for a moment if that same family were to lose a member and was suddenly faced with the \$18,000 cost (on average) of burying their loved one. Imagine still the deceased member was a major breadwinner: Could your family afford the costs of memorializing your loved one with dignity?

A TALE OF TWO FAMILIES. . .

As a Family Services Advisor at Washington National Cemetery--I've seen first-hand the utter (financial) devastation of sudden death on young working families:

The Haas Family of Reisterstown, Maryland

On Tuesday November 12th, 2017-- a local funeral home called to advise me of the death of Mr. Ross H. Haas. Mr. Haas was a 52-yo civil servant in the prime of life. I was informed by the funeral home that Mr. Haas was pre-planned here at *Washington National Cemetery* and that his family wished to inter him on that Friday at 1PM.

I pulled the Haas family files and confirmed that indeed the Haas's were property owners here and I would simply need to meet with Mrs. Haas to get her signature on some paperwork. I met with Mrs. Haas later that afternoon in her home. She was surrounded by her kids and an in-law or two.

ALL were stunned and bereft. I was with Mrs. Haas for about 20-minutes and then left the family to grieve.

Mr. Haas was laid to rest on Friday, November 15th.

The Eubank Family of Hyattsville, Maryland

Also On Tuesday November 12th, 2017--I was called by a young lady named Patricia Eubank inquiring about the prospects of burying her mother Dorethea Eubank at *Washington National Cemetery*.

I learned that Miss Dorethea's brother was buried here back in 1982 but beyond that--the family had no connection with *Washington National*. Dorethea's death was only the second passing the family had ever experienced.

Dorethea Eubank was 43-yo; a longtime employee of the Department of Veterans Affairs; she was married with 3-children.

Upon meeting with the Eubanks, I quickly realized that her burial would be a financial challenge for this young family: there was very little savings, no outside sources of income and a life insurance policy of \$10,000 that would not pay-out until 6-8 months after a death.

I worked-up all the figures for the burial and presented them to Mr. Eubank and his eldest daughter, Patricia. To say they were SHOCKED would be an understatement.

Mr. Eubank's first question was: "...is this including the quote we've already gotten from the funeral home for the funeral?"

To make a (very) long story short, I'll just say:
As of today some 4-months later, Mrs. Eubank has still not been buried. Her body remains in the funeral home while the family, their church and a GO FUND ME page continues to try and raise the almost \$20,000 (between the funeral home and cemetery) necessary to give her a proper burial.

FACTS YOU NEED TO KNOW...

As law enforcement officers and security public servants--you especially should be pre-arranged. For your lives and your family's well-being is threatened everytime you simply leave for work...

Families that pre-plan can meet the needs of the future with the satisfaction of security. That's why more than 50% of all Americans have already pre-planned and pre-arranged their burial needs.

Pre-planning / Pre-Arrangement is the answer to lowering the cost of burial expenses. Pre-planning will alleviate the impact of bereavement and financial devastation on the living. While life insurance can help, it--in its immediate capacity--isn't suited for burial needs. In fact, relying on the family's Life Insurance Policy for burial--is a bad idea that can end-up costing a family about twice the actual costs of burial !

Pre-planning...

- 1) Prevents emotional over-spending*
- 2) Brings security and peace-of-mind to every member of your family.*
- 3) Assures that surviving spouses will not be forced into debt to cover final expenses.*
- 4) Protects a family's estate against the increasing costs of burials.*
- 5) Should be of particular interest to families who can least afford burial expenses.*

At Washington National Cemetery and our other 75-participating cemeteries across Virginia, West Virginia, DC and Maryland--we are making it easy and affordable for US CAPITOL POLICE LABOR COMMITTEE members to protect their families from the financial devastation of sudden death. Now US Capitol Police-families can pre-plan their future burial needs today for as little as \$50 per month.

To discuss your family and its needs, reach-out to me here at the cemetery and I would be happy to help your family with its planning. Be sure to let me know you are a US Capitol Police Officer for special pricing.

I can be reached via my direct line at 240/788-3087 or on my cell at 301/535-2112

*-Gordon Raymond
Washington National Cemetery*