



Fraternal Order of Police  
United States Capitol Police Labor Committee

# The Grievance

## 2023 ELECTION EDITION

November 10th 2023

[HTTPS://USCP-FOP.COM](https://uscp-fop.com)

Brothers and Sisters,

We want to thank you all for your continuous dedication to the Mission. With all the current protests, CDU/CMU, Late Nights, and Additional Duty Drafts, we want to focus on the Election. This Newsletter will be the voices of those nominated for the various representative positions in the FOP/USCP Labor Committee, which will take place November 16-17th, 2023. Invitations to write an article for the Newsletter was offered to all Candidates for the Upcoming Election.

### *Inside the Issue:*

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The Election for the **Recording Secretary** for the Executive Board, **Capitol Division Chief Shop Steward, House Division Chief Shop Steward**, and the **Special Operations Chief Shop Steward** will be a 24-hour vote. This vote will be held November 16th at 0600 until November 17th at 0600. Voting will be at SVC 321 (Hallway off the Capitol Detail) Absentee ballot requests for all the 24-hour votes must be received **by November 17th, 2023, at 0600.**

The Election for the **Senate Division 3rd Shift Shop Stewards (2 Positions)** is **November 16th, 2023, from 14:00-15:00** at the Senate Division Breakroom, 4th Floor, HQ. The email for this Election requesting absentee ballots is due **by November 16th, 2023 @ 1500.**

The Election for the **House Division 3rd Shift Shop Steward (1 Position)** is **November 16th, 2023, from 14:30-15:30** in the House Division Locker Room (SB Hallway). The email for this Election requesting absentee ballots is due **by November 16th, 2023 @ 1530.**

### *Upcoming Events:*

- Union Elections  
November 16th-17th
- FOP/USCP Labor  
Committee Scholarship  
Summer 2024

Historically, Members who were on excused days off or will be absent due to approved leave (annual, compensatory, sick) or extended absence will be eligible to vote using an absentee ballot. We understand that everyone is stretched thin. We have decided that any Union Member in good standing affected by staffing, logistics, overtime, and unscheduled additional duty can request an absentee ballot by emailing [fopabsentee@gmail.com](mailto:fopabsentee@gmail.com).

If you are not a Union Member and would like to become a member and vote, you must be present during the voting times. You must fill out a Union Application and then be eligible to vote there.

Good Luck to all the Candidates.

**Fraternally,  
Your Executive Board  
FOP/USCP Labor Committee**

# ELECTION: RECORDING SECRETARY

## FOR THE EXECUTIVE BOARD OF THE FOP/USCP LABOR COMMITTEE

### Candidates:

Raymond Waytes

Marc Carrion

Matthew Shephard

## Candidate: Raymond Waytes Library Division

First And Foremost, I Would Like To Thank You All For The Esteem Opportunity To Be Nominated For Recording Secretary For The FOP Labor Committee Executive Board. My Name Is Officer Raymond Waytes, I Have Been on The Department Since February 14, 2008. I Graduated with The Awesome And Triumphant Class-156.

Steward At The LOC Has Allowed Me To Sharpen My Personal Values And Skills To Become More Inspirational, Knowledgeable And Understanding of My Fellow Officers. As I Personally Continue To Grow, I Can Take The Necessary Time Out of My Day, To Better Help And Assist Someone In Need of Representation Or Be Their Voice For Positive Change.

I Am Currently A Union Shop Steward At The Library of Congress, Third Watch. In 2021, I Stepped Up And Volunteered For The Union Position A Couple of Months After January 6th. What Motivated Me The Most Was To Bring Light To The Mismanagement of Third Watch Officers And Develop An Action Plan To Stand Firm Against CBA

Violations And To Open More Avenues of Communications Between Union Officers, LOC Shop Stewards, Management & Our Union Executive Board. To This Very Day I Continue To Strive For Equitable Change, Not Just For LD-3 Officers But For All Union Members.

While Maintaining A Victorious And Positive Mindset. The Values I Hold Dear & Project Is Persevere, Inspiration, Leadership, Problem Solving And Wisdom. Everyday, I Remind Myself To Display These Values Throughout My Day And Tour-of-Duty. I Am Not Passive When It Comes To Doing What Is Right Or Afraid of Speaking Up For Officers. Being A Shop

**"Much Will Be Required of Everyone Who Has Been Given Much. And Even More Will Be Expected of The One Who Has Been Entrusted With More."**

**Luke 12:48**

Another Great Experience My Position of Shop Steward Has Allowed Me, Is The Opportunity To Meet Other Officers And Civilians That Share The Same Heart-Felt Desire To Help On A Local And National Scale. In Doing So, These Interactions Has Strengthen My Ability To Better Inform And Motivate Others With Various Admirations. Although Each Individual Case Is Different, The Desire To Be A

Representative Is Still The Same. Overcoming The Fear To Speak Up Against Inequalities Can Be Difficult And At Times Challenging. However, Working Thru These Difficulties In A Positive Light With Like-Minded Union Representatives Will Be Rewarding For The Officers And Victorious For Our Union.

I Would Like To Finished Up By Saying, I Continue To Grow As A Person, I Will Continue To Inspire, Learn And Persevere As A Union Representative. I'm Not Afraid To Step Out of My Comfort Zone To Help & Assist Someone In Need. Especially Now That I Have The Nomination of Recording Secretary And To Be A Part of Our FOP Labor Committee Executive Board.

# ELECTION: RECORDING SECRETARY

FOR THE EXECUTIVE BOARD OF THE FOP/USCP LABOR COMMITTEE

## Voting for Recording Secretary

Starting: November 16th 0600 hours

Ending: November 17th 0600 hours

Location: **Capitol Division**

**Absentee ballots may be obtained by emailing  
fopabsentee@gmail.com**

## Candidate: Marc Carrion House Division

Thank you for being Union Members while the E-Board and our collective Union membership strive to improve our working conditions and relationships with USCP management while continuing to affect positive change that benefits us all. I accepted the nomination for Executive Board Recording Secretary because I, like you, want to continue to see the significant progress, growth, and influence our Union has made over the past few years.

I've been a shop steward on the House Division's 1-9 power shift for approximately 2.5 years now and have enjoyed fighting for our officers' CBA rights, whether that's in the form of filing grievances, speaking to management on behalf of officers' issues and complaints, representing officers at OPR, or working with our officials in making adjustments to improve our working conditions, shift morale, and communication between our ranks.

I believe there's always room for improvements from our officials. Especially at times when the most minor overlooked issues makes the most

significant impacts on our daily levels of stress while at work. Stressors like errors on the daily schedule, officials not notifying us of updated drafts, not being notified of leave available, improperly reassigning officers, or maybe just dealing with just plain incompetent and difficult officials. We have all felt and experienced these at one point or another in our careers.

The latter part of my experience as a Shop Steward has made it both a priority and necessity in my dealings with management to always document any discussions or agreements made with officials to hold them accountable when necessary. Clear communication, transparency for all to see, and accountability from all involved are the three most significant keys to improving our working conditions and relationships with management.

As your Recording Secretary, I will strive to bring forth my best in each aspect of communication, transparency, and accountability in my continued support for our Union memberships' best interests.

Thank you all for your consideration.

# ELECTION: RECORDING SECRETARY

FOR THE EXECUTIVE BOARD OF THE FOP/USCP LABOR COMMITTEE

## Candidate: Matthew Shephard– Capitol Division

I am currently running for the executive board recording secretary, I joined the agency in 2017 and have spent most of my career on capitol division although I worked both house and senate for a short time .

I previously held the position for chief shop steward of capitol division and this is a very unique time in the departments history with once in a lifetime challenges and opportunities. With a much higher than usual percentage of the department on the brink of a mass exodus for various reasons I wanted to make sure the division was in good hands for the foreseeable future. Now that I have accomplished that I would like to further my experience and better learn how to ensure the department has a voice of reason for the next 20+ years.

Most people were skeptical that I was going directly to chief shop steward without being a union rep previously.

Those worries were quickly put to rest, this is not my first job being responsible for additional duties aside from basic job requirements.

As we know no official is a permanent fixture for any shift, division or bureau on this department but the one constant that can remain is your FOP representation. I would like to be that constant for uniform officer and work closely with the divisions to make sure that everyone’s concerns and suggestions are heard and accounted for. Along with making sure we have a streamlined communication system between officials and officers.

Regardless of if you realize the department is going through a series of changes it’s important to have someone that is invested in the betterment of the agency on the executive board for years to come.

### FOP/USCP Labor Committee’s Current Executive Board



Position	Name	Email
Chairman	Gus Papanthasiou	guspapafop@gmail.com
1st Vice Chairman	Jodie Penny	jpennyfop@gmail.com
2nd Vice Chairman	Vinnie Summers	summup@yahoo.com
Chief Executive Shop Steward	Ronald Lucarino	rlucarino12@gmail.com
Secretary	Jordyn Rising	fopjrising@gmail.com
Recording Secretary	VACANT	
Treasurer	David Riggleman	davidriggleman@me.com
Sgt-at-Arms	Tommy DeMar	tommydemar@yahoo.com

*United for the Common Good of Our Members.*

## A Message from The Howard C. Liebengood Center for Wellness

The Howard C. Liebengood Center for Wellness (LCW) has increased its ability to provide culturally competent, trauma informed mental health services to its workforce by hiring three EAP specialists with experience working with first responders and people in high stress occupations. Holistic wellness services, such as mind body medicine, yoga, physical fitness, and nutrition coaching, are also available through the Center and the development and formalization of a Peer Support Program is in final stages.

The USCP Volunteer Chaplaincy Program was launched with a Coordinator identified to formalize its development.

All program areas, Wellness and Resiliency, Employee Assistance, Peer Support, and Chaplaincy, are now staffed and delivering services and support to USCP sworn and civilian employees. Policy Directives and SOP's have been developed for each element as well. A new outreach initiative was implemented, and LCW staff increased attendance at roll calls, squad meetings, and briefings during all shifts. Specialists hand out service and resource information and materials designed to ensure a better understanding of how to access LCW support during these activities. Outreach has yielded an increase in EAP utilization as well as in wellness coaching and group class participation. In addition, LCW responded to more than 10 no-notice crisis events across all shifts. All affected personnel were referred to additional resources.

LCW educational efforts have been an ever increasing focus to expand visibility and knowledge about program services. This past year, LCW has designed and is delivering a 24 hour holistic wellness curriculum to each new recruit class starting with (ROC 236) and to all newly hired Special Agents. Every new recruit now begins their USCP career with a full understanding of every component of wellness, an opportunity to practice specific skills and learn how each contributes to wellbeing and optimal performance, and a firm grasp of how to access services.

In September (Suicide Prevention Awareness Month), LCW conducted numerous interactive Suicide Awareness and Prevention training sessions, which 79 employees attended. Feedback from participants was universally positive. Additional sessions are being offered throughout the year. This valuable material is also incorporated in the New Recruit and New Special Agent programs.

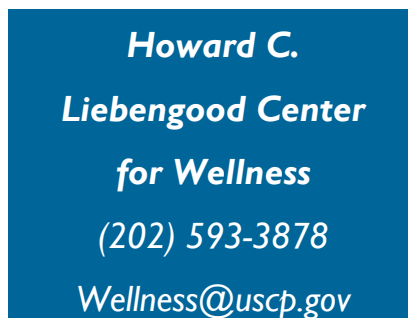
The Peer Support Program initiatives grew significantly to support the USCP workforce with 180 USCP sworn and civilian employees trained in Assisting Groups and Individuals in Crisis via the Critical Incident Stress Management (CISM) model. These trainings will continue into 2024, as their value is paramount to the overall wellness and resiliency of the USCP workforce. CISM trained personnel, along with the USCP

Wellness Support Dogs and handlers upon request, provide direct support in courtrooms and witness rooms for personnel testifying in cases involving January 6, 2021.

A smartphone app called Cordico is under development that will allow USCP employees to connect directly with Peer Support and other wellness components at any time via their work and/or personal phones. This app is scheduled to launch in early 2024.

Thank you to the USCP FOP Labor Committee for their unwavering support through every step of the process as the Liebengood Center for Wellness continues to build upon the foundations that have been set. The FOP has and will continue to be a valued partner in all aspects of wellness. The only way LCW will thrive is through internal departmental support and through that of the FOP. The Liebengood Center for Wellness looks forward to a fruitful and continued relationship with the USCP FOP Labor Committee.

If you need to reach out to the Howard C. Liebengood Center for Wellness, please call (202) 593-3878 or send all email questions or requests to [Wellness@uscp.gov](mailto:Wellness@uscp.gov).



The Howard C Liebengood Center For Wellness is Located in the Fairchild Building on the 5th Floor.

# SPECIAL OPERATIONS DIVISION

## CHIEF SHOP STEWARD NOMINEES

Candidates:  
 Charles Crouch  
 Adam Pelta  
 Cameron Kendall

### ADAM PELTA– SOD 3 (DAYSHIFT)

Thank you for the nomination and the opportunity to represent you as Chief Shop Steward for the Special Operations Division. I have been the Section 3 Shop Steward for Patrol since 2016. I have been in the Department since 2009 and have been a Patrol Division Field Training Officer since 2016. I have also served as a Steward on various Uniform Committees and Union Judiciary Boards.

I have worked endlessly with our officials and management to try and make SOD the best place to work for us, the officers, all while continuing to accomplish our mission of protecting Congress and the general public. We all must work together to meet these goals. SOD has countless duties between TIGER, CERT, Motors, and K9. None of these missions are receiving the support and recognition we need to complete them safely and effectively.

We wouldn't be able to patrol safely and effectively if SOD didn't have all the branches: Patrol, TIGER, K9, Motors, and CERT. For example, Patrol has been short-staffed over the last few years. Tasking "Patrol" for details is tasking the other sections of SOD and makes them have to adjust their mission and staffing. Thank you all for stepping up and helping. Staffing posts that DPD won't man is not a singular instance to shows how dependent we are on each other and need to have the proper support and representation for SOD.

*I look forward to working with all the Stewards from the sections of OSB/SOD to make it a better place for all of us.*

We all have been working together for a significant period. There are only a few new faces and regular Leadership turnovers, so most of you will understand our challenges. We need to realize that we are meeting these challenges together. I am grateful to have you all as my backup.

Washington, D.C., including Capitol Hill, is experiencing a level of violent crime that most of us would have never imagined. Crime has risen to levels that have not been around since the late 80s and early 90s. With this increase, SOD has become more proactive in our policing, even so much as assisting MPD with crimes in the EJZ. SOD has been and will continue to assist in doing our part the best that way. We can curb crime in our areas of responsibility. We are the outer ring of security to the Capitol Campus and need to keep the offenders out to the best of our ability.

It is crucial to have a Steward that can effectively communicate with management so we can continue to grow as a Division and a Department to strive to make SOD the best place to work constantly. I look forward to working with all the stewards from the sections of OSB/SOD to make it a better place for all of us. With the return of Chief Erickson, I am confident that we have some fresh momentum for positive changes that will benefit the entire Special Operations Division. It's also time to change the Chief Shop Steward for the Special Operation Division.

Once again– thank you for letting me continue to represent our Division a Steward and good luck to the other nominees.

# SPECIAL OPERATIONS DIVISION

## CHIEF SHOP STEWARD NOMINEES

Voting for SOD Chief Shop Steward will open on  
 November 16, 2023 into November 17, 2023  
 Starting: November 16th 0600 hours  
 Ending: November 17th 0600 hours  
 Location: **Capitol Division**  
 Absentee ballots may be obtained by emailing  
[fopabsentee@gmail.com](mailto:fopabsentee@gmail.com)

### CAMERON KENDALL- SOD 3 (MIDNIGHTS)

First and foremost, thank you to everyone still reading this far into the newsletter. I am honored and thankful to be nominated as Chief Shop Steward for the Special Operations Division. I genuinely believe SOD is a great place to work, but like everywhere, we have much room to improve. We must be open to new ideas and fresh thinking to persevere through the difficult times. Our city is undergoing a crime wave not seen for almost 30 years. Morale is down, staffing numbers are also down, yet threats are increasing to Members of Congress. These are all problems we are facing.

Putting egos aside, our Division's best Chief Shop Steward will be Officer Adam Pelta. I am removing myself from the race and giving him my full support. Officer Pelta and I have had lengthy discussions and have concluded that we share the same goals, values, and outlook when it comes to the future of SOD. I promise he and I will work together to achieve our common goals. Our main goal is to make SOD the best possible Division it can be while doing the absolute best we can to protect Congress and the public.

We need to work with the Command to achieve these goals by identifying training, equipment, and policy weaknesses. We then will address the shortcomings head-on with a fact-based, data-driven approach. Some may ask, "What does 'proactive' police work have to do with the protection of Congress?"

*"What does 'proactive' police work have to do with the protection of Congress?"*

Studies funded by the Department of Justice have shown that the most effective way to interdict threats is proactive police work. We need to do everything we can to prevent threats before they reach our buildings' front doors. SOD fulfills this role by being proactive instead of reactive as the outermost ring of security for the complex.

There are added benefits to proactive police work, including intelligence gathering and a general crime reduction in the patrolled areas. Multiple Members of Congress and Staff live in the EJZ. We want them to be in safe areas without the threat of being a victim of a violent crime. Protection shouldn't end once they leave the ground. Just look at this year's headlines. Headlines like a Member of Congress carjacked or multiple Staff becoming victims of violent crime. Violent crime is up 41% (Source: MPDC) from last year in the District of Columbia. Officer Pelta and I agree that having a solid

and professional Patrol unit is vital to assisting our partner agencies, who are also overworked and understaffed, so we may combat this crime wave.

For anyone unsure of what SOD does, I encourage them to reach out and ride with me for a midnight SOD shift. This invitation is to all- Command Staff down to Officers.

Please remember to let your voice be heard and vote.

# Election Summary

**CADIDATES FOR THE 2023 ELECTION ARE:**

**RECORDING SECRETARY**

Raymond Waytes

Marc Carrion

Matthew Shephard

**House Division  
Chief:**

Antwan McCall

Dennis Lee

**Capitol Division  
Chief:**

Oritsematososa Ayu

Joseph Rudiger

**SOD Chief:**

Charles Crouch

Adam Pelta

Cameron Kendall

**Senate Division 3  
Shop Stewards:**

Chris Reid

Aaron Davis

Kaitlyn Hartmann

Moniece Sales

**House Division 3 (3-11)  
Shop Steward:**

Landon Cormier

Michael Fortune

**These Elections are all held  
at various times and places.  
See the Election Flyers for  
additional information.**