



*Fraternal Order of Police*

# CHICAGO LODGE 7

**Official Magazine • August 2023**

## See the Light

**Lodge 7's persistence leads to historic arbitration decisions that give members a positive outlook on benefits and working conditions**



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## COVER STORY

Page 33



COVER DESIGN BY GINA CROTCHFELT

Hope, belief and encouragement that the job will get better have not been in great supply for Chicago Lodge 7 members the past three years. Until now. Bolstered by the work of the union's labor and legal counsel, creative thinking from Lodge leadership and heartfelt suggestions from the members, there is some good news. Actually, there is historic news. Two groundbreaking and life-changing arbitration rulings on proposals the Lodge has been relentlessly working on shed some light that will fortify members, supplement their compensation and provide the security and safety that they desperately need.

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Zoo Got It



Going the Extra Miles



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# CHICAGO LODGE 7

Official Magazine  
President's Report



## Big Decisions



**JOHN  
CATANZARA  
JR.**

Living the dream. My catchphrase for an optimistic life.

Even with navigating the potholes – not those on the Kennedy or the Dan Ryan, but ones that come from working with the City, the new mayor, the Department and even our national union leadership—I insist to anybody who asks that we are living the dream. As I write this, the dream is scattered because we are a few weeks away from the National FOP Biennial Conference in Las Vegas, where we will be presenting our bid to host this event in 2027.

More about that dream to come and what it will mean if we prevail over a bid from Utah in the vote of convention delegates. And what it will mean if we don't.

We do have a dream coming true with what we have gained from a couple of historic arbitration decisions on issues that we have been fighting for months and years. One is winning retention bonuses for officers who have worked 20 or more years, which is just a logical move to entice and motivate them to stay on the job. And not face the nightmare on State Street and all the other streets in the City if they continue to retire or walk out the door.

Another historic decision gives us, for the first time ever, the ability to go to arbitration for cases in which Chicago Police Officers have been terminated. This is new territory for the City, but they know they had no choice. They were backed into a corner because it's just the way our contract is worded, and with that, we have confirmed the ability for arbitration to fight termination.

The City's position was "hell no" from the beginning, but the language is consistent with what the Illinois Labor Relations Board allows for the rest of the state. So if the Chicago Police Board decides to uphold a termination made by the Department, you can take your case to arbitration to try to have it overturned.

Maybe it's not a chance to spike the football just yet, because it still has to clear City Council ratification. I almost wanted the headline on the cover of this issue to read, "Bye-Bye Police Board." But we've made it very clear we're not trying to eliminate the Police Board. We're just trying to give our members the option for arbitration.

The City Council can accept or reject it. If it is not ratified, though, it gets sent back to the arbitrator a second time to review with the issues that they've highlighted. And he determines whether he's going to change his award.

He won't. He's already ruled on this in the very simplest of forms in three other municipalities that the union has the right to go to arbitration for termination cases and not a merit board exclusively. And these are all Illinois jurisdictions that this arbitrator has issued awards for.

As you read more about the details related to this historic decision in the story beginning on page 33 of this issue, you will see that our attorney, Tim Grace, and his legal team have been the loudest voice because he's had to deal with the Police Board unfairness. He's had some recent success because I think the Board realizes that its power is not going to be absolute going forward. So the board has been a little more reasonable in not terminating everybody like it had been doing. It was literally dead man walking for the past several years.

And so Tim has argued that we have needed to get this done because we're not getting fair shakes at the police board. Arbitration is a much fairer process. The standard of proof is different. Officers are absolutely given a much fairer shake in arbitration than the kangaroo court called the Police Board.

The retention bonus is another significant decision because of the City's reluctance to acknowledge the reality that we're facing the recognition of the retention and recruiting challenges and how it is affecting public safety.

At the last meeting that we had with the City, the chief financial officer agreed with something that I had asked and waited well into the meeting before I said anything. I was listening for most of it and then I just asked a simple question: Would you agree that for all City employees, retaining senior employees is a priority? If we incentivize them to stay, it is a much cheaper proposition than retiring and starting to collect a pension because the pension is four, five, six, seven times more than what any retention bonus would cost.

And her answer was, "You're absolutely right, John." This is the chief financial officer in the City agreeing with our position on retention incentives. And the reality is she liked the idea so much that the pension working group the mayor created now has a subcommittee for working on retention incentives.

**President's Report continues on Page 6**

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## Doing our bidding

Our bid to host the 2027 National FOP Conference is about recognition. Same with my run for national first vice president.

I think the easiest way to digest this is that we are the biggest Lodge and the biggest membership in the biggest city in the FOP family. So then why wouldn't it be logical for us to have a lot of input on what goes on in this organization? That just isn't the case.

The guy I am running against routinely goes on Fox News and Fox Business Channel talking about Chicago, Chicago, Chicago with no input whatsoever from this office or me specifically. It's such a slap in the face and it just highlights how self-centered the National FOP board has become. It's all about them and not the membership. There's no other way to look at it.

That may be the unpopular way to word it, but I've never worried about mincing my words. Is the National FOP going to collapse if we aren't part of the organization? No, but we certainly wouldn't collapse if we weren't part of the National FOP either. Of course, there's strength in numbers and that's always been the approach to this organization and unions in general.

But when you alienate the biggest single Lodge membership, what do you expect to happen in the long term if we are just throwing our money at for them to spend any way they want and have no input in anything that goes on at the national level? That's a major issue, and it should be.

We can talk all we want about social media hits as an example of how many times the FOP is mentioned and how they outnumber the next seven police unions combined by more than two to one. The national keeps talking about all these social media hits and the FOP's branding. And they take credit for all of it as if it's just them. That's so far from the truth.

Again, it's not just me on Fox and other platforms talking about the FOP. It's Lodge presidents all across the country who don't get any recognition unless you are in the camp of the current leadership. That's just the reality. If you play ball with that team, then you get recognition and access and everything else. Everybody else is persona non grata. That's not the way an organization is supposed to be run.

### PRESIDENT'S REPORT CONTINUED FROM PAGE 5

I think the retention bonus is almost a slam dunk because the arbitrator even highlighted the need for a cost-of-living increase. Even the City's proposal called for a retention bonus, but they wanted to put a whole bunch of caveats to it. Like if you get suspended for five days, you don't qualify for it the following year. That's just basically chasing people out the door, which seems to be the City's position. They want all the veteran officers gone so they have all these young officers who they think they can mold and shape to do what they

want them to do and be the police department that they envision of the happy police.

More is being addressed in Phase Two of the contract that is also going to arbitration. So we are now starting to get through the tunnel, moving toward a completion of this whole process. It certainly wasn't the timeline we had in mind, but with a new mayor and a whole bunch of other stall tactics the City has used from day one, it is what it is. But it will be done by the end of this year, and we will have a complete contract.

That's no dream. It's the reality.



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**Kiki Calumet, Executive Vice President**

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**Aug. 13****Polish American Police Association  
Annual Family Picnic**Schiller Wood Picnic Grove 2  
Irving Park Road, Schiller Park  
Noon–5 p.m.For more information, email [events@polampolice.org](mailto:events@polampolice.org)**Aug. 16****Retirement Party for Sergeant Joe Kusar**Edison Park Inn  
6715 N. Olmstead Ave.  
6–10 p.m.For more information, visit <https://www.chicagofop.org/news/events?view=article&id=432&catid=15>**Aug. 17****Asian American Law Enforcement Association  
Golf Outing**Klein Creek Club  
1N333 Pleasant Hill Road, Winfield  
10 a.m.

For more information, call 773-720-1668

**Aug. 19****Chicago Association of Women in Law Enforcement  
Art Auction**14 N. Peoria St.  
4–8 p.m.

\$50 entry fee

For more information, email [cawlepresident@gmail.com](mailto:cawlepresident@gmail.com)**Aug. 20****Illinois Troopers Lodge 41 Chicago Knights  
Baseball Charity Game**Impact Field  
9850 Balmoral Ave., Rosemont  
6:30–10:30 p.m.For more information, visit <https://www.iltroopers41.org/news-and-events/events/>**Aug. 22****18th District Golf Outing**Ruffled Feathers  
1 Pete Dye Drive, Lemont  
For more information, call 773-474-2747**Aug. 23****Chicago John Dineen Lodge 7 Golf Outing**Cog Hill Golf & Country Club  
12294 Archer Ave., Lemont  
7 a.m.

\$600 per foursome

For more information, call 312-733-7776 or email [kathy.spiewak@chicagofop.org](mailto:kathy.spiewak@chicagofop.org)**Aug. 24****100 Club of Illinois Chicago White Sox  
First Responder Night**Guaranteed Rate Field  
333 W. 35th St.  
7:10–10 p.m., \$30–40 per ticketFor more information, visit <https://www.100clubil.org/2023whitesox/>**Aug. 24****Retirement of Lieutenant David Haynes**

The Branch Community Church parking lot

5155 N. Moody Ave.

5–10 p.m.

For more information, visit <https://www.chicagofop.org/news/events?view=article&id=469&catid=15>**Aug. 25****Italian American Police Association Golf Outing**Tam Golf Course  
6700 W. Howard St., Niles  
10 a.m.

\$80 per golfer

For more information, email [carla.rodriguez@chicagopolice.org](mailto:carla.rodriguez@chicagopolice.org)**Aug. 26****Puerto Rican Police Association Summer Jam**4200 W. Diversey Ave.  
2–10 p.m.For more information, call 773-888-7176 or email [prpachicago@gmail.com](mailto:prpachicago@gmail.com)**Aug. 28****100 Club of Illinois Bogey Battalion Golf Tournament**Silver Lake Country Club  
14700 S. 82nd Ave., Orland Park  
8 a.m.–5 p.m.

\$400 per twosome, \$800 per foursome

For more information, email [ktomko@100clubil.org](mailto:ktomko@100clubil.org) or visit <https://www.ilfop.org/event-fop/bogey-battalion-golf-tournament/>**Aug. 31****Polish American Police Association Golf Fundraiser**Carriage Greens Country Club  
8700 Carriage Green Drive, Darien  
8:30 a.m.

\$140 per person, \$550 per foursome, \$50 per person for dinner and beverages only

For more information, email [events@polampolice.org](mailto:events@polampolice.org)**Sept. 6****Chicago Police Department Candlelight Vigil 2023**Gold Star Families Memorial Park  
1410 Special Olympics Drive  
7:30 p.m.For more information, email [specialevents@chicagopolice.org](mailto:specialevents@chicagopolice.org)**Sept. 8****National Organization of Black Law Enforcement  
Executives—Northern Illinois Chapter**Steve Jones Memorial Golf Outing  
Bliss Creek Golf Course  
1 Golf View Road, Sugar Grove  
11:30 a.m.–6 p.m.

\$100 per golfer, \$400 per foursome

For more information, visit <https://www.ilfop.org/event-fop/noble-golf-outing/>**Sept. 9****FOP Lodge 66 50th Anniversary Golf Outing**Fox Lake County Club  
7220 State Park Road, Fox Lake  
9 a.m.–5 p.m.

\$150 per golfer

For more information, email [ilfop66president@gmail.com](mailto:ilfop66president@gmail.com)**Sept. 12****Chicago Police Department Chaplains  
Sabbath Documentary Screening**Park Community Church  
1001 N. Crosby St.  
12:30–4 p.m.

For more information, call 312-771-6638

**Sept. 16****The 100 Club of Illinois Crappie Fishing Tournament**Lake Shelbyville West Dam  
6:30 a.m.–5 p.m.

\$80 per team

For more information, visit <https://www.ilfop.org/event-fop/1st-annual-crappie-fishing-tournament/>**Sept. 17****Casper Lauer Police Memorial Motorcycle Run**AKMC Clubhouse  
5049 W. Lake St.  
9 a.m.–12 p.m.For more information, visit <https://www.chicagofop.org/images/events/2023/september/casper-lauer-memorial-run.jpg>**Sept. 18****Chicago Enforcers Golf Outing 2023**Meadows Golf Club  
2802 W. 123rd St., Blue Island  
8 a.m.

\$150 per golfer

For more information, call 773-531-8545

**Sept. 20****Calumet City FOP Lodge 1 Golf Outing**Lincoln Oaks Golf Course  
395 E. Richton Road, Crete  
8 a.m.–5 p.m.

\$125 per golfer

For more information, call 219-902-4259

**Sept. 21****Area Four Detective Division Golf Outing 2023**White Pines Golf Course  
500 W. Jefferson St., Bensenville  
8 a.m.For more information, visit <https://www.chicagofop.org/news/events?view=article&id=463&catid=15>**Oct. 2****Chicago Police & Fire Department  
Pipes and Drums Golf Outing**Silver Lake Country Club  
14700 S. 82nd Ave., Orland Park  
7 a.m.

\$175 per golfer, \$700 per foursome

For more information, visit [cpdpipeband.org](http://cpdpipeband.org)**Oct. 7****The Emerald Society of Illinois 47th Annual  
Dinner & Awards Night**Gaelic Park, Tara Room  
6119 W. 147th St., Oak Forest  
6 p.m.For more information, visit <https://www.emeraldsocietyofillinois.org/meetingevents/>



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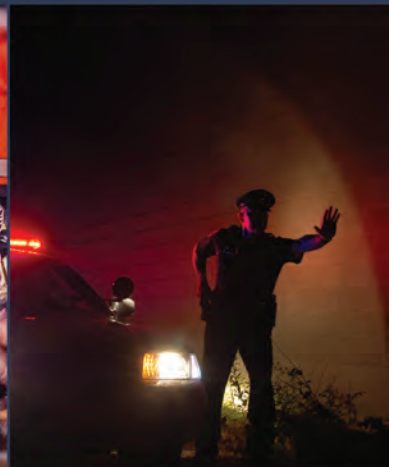
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# Focus on What You Want

But never forget to be grateful for what you already have



MICHAEL  
METTE

In the hustle and bustle of today, it can be easy to focus on the negativity around us. I find myself constantly talking with young recruits about this very subject. I can remember how easy it was to fall into the very things that I now warn other officers about. Drinking, drugs and a slew of other bad habits and behaviors.

Everyone reading this knows just how negative this job — and all that goes with it — can be.

Social media is packed with post after post complaining about this or that, most of which has zero impact on our daily lives or our families. But it feels good to type out our frustrations and let people know just how we feel. Being open and honest about one's feelings is perfectly healthy. And most of the time, it stays that way.

Unfortunately, with just how easily information is obtainable these days, it is just as easy to get stuck on stupid. I've done it. Some of my friends do it. We all know misery loves company, and our brothers and sisters fall prey to it just like

every other member of society. But how do we stop the constant flow of negativity?

For me, I limit how often I go on social media. When I do go on social media, I try to only post positive things. Facebook's algorithms pick up on it, and 90 percent of posts and ads that pop up on my feed are positive. Because of this, I find myself seeking out even more positive content.

Maybe it's just me getting older and "wiser," but it has worked for me. I can see the forest through the trees, the good through the bad. The changes I have been able to make over the last few years have really made an impact on my work and personal life. This doesn't mean I don't have bad days. Those still happen. Such is life, as they say. But they happen far and few between, and when they do show up, I am in a much better position to bounce back.

I regularly read my Bible, and even started going to a Saturday men's group at Mary Seat of Wisdom in Park Ridge — thank you to DM for that.

You too can make small changes which will allow more positivity into your life. We began a monthly group a few months ago. It was going to focus on some of the main issues that affect our officers. But the meeting on July 22 was more than that. It was actually fun! We had a good group of people, and we talked and talked for almost two hours. It felt like 15 minutes. It was very uplifting and much needed. Thank you to Dominic and St. Paul's Catholic Church for allowing us to use your beautiful space. It would be great to see you at our August meeting. Keep an eye out for the info via email. If you don't get our emails, please call me at the Lodge at 312-736-1990.

As I close out, I would like to say that the last week of July was an emotional roller coaster. I am so happy for those of you who know, and I am so blessed to have the support from family and friends. As I told one of my support people, I cried happy tears almost every day that week. It was a blessing to be able to give good news to those who had been waiting so long to get it. I am truly grateful for my beautiful wife Carena and my awesome kids Anthony and Valentina. For without you, I could not do what I do. Thank you!

Be the reason someone smiles today. A little smile can go a long way in bringing joy to a person's day. And never forget what you are grateful for.

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- FOP OFFICER WELLNESS 312-736-1990 OR 773-619-8928
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- CPD PEER SUPPORT 312-672-9973
- National Suicide Prevention Hotline text or call 988
- Copline 800-COPLINE (Retired officers answer the calls)

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# Our work to represent members facing discipline continues



DAN GORMAN

My report given at the monthly general members meetings includes examples of arbitrators' decisions issued at arbitration hearings. Every investigation has its own individual circumstances and, in most cases, there are multiple allegations and redundant alleged "rule violations" (usually piled on by the investigators).

Below are summaries of some recent dispositions that have been awarded by the arbitrators. The following discipline briefs only provide a generalization of the allegations that were sustained in the CR investigation.

| General Summary of Allegation  | Original Recommended Penalty  | Arbitrator's Award  |
|--|---|---|
| "Body-slam" of a low-level assailant (spit in officer's eyes)  | 135-day suspension  | Expunged  |
| Alleged "slam" of a handcuffed arrestee to the ground  | 15-day suspension   | 2-day suspension  |
| Allegations related to execution of a search warrant:<br>-BWC,<br>-language,<br>-fail to verify information,<br>-fail to announce office, etc. (2017 case) | 30-day suspension<br>5-day suspension<br>5-day suspension<br>2-day suspension | All 4 expunged<br>The arbitrator found that not all untimely cases can be dismissed solely due to a delay; however, in this case, there was no excuse for COPA's delay. The delay impacted the officer's ability to mount a proper defense. |
| -Deploy OC spray out of police vehicle during riot   | 15-day suspension   | -Dismissed the charge regarding the use of OC spray<br>-Reprimand for failing to report the use of force  |
| -Fail to report the use of OC  | 15-day suspension   | -Dismissed the charge regarding the use of OC spray   |
| -Accidental discharge in locker room   | 10-day suspension   | 5-day suspension  |
| -Medical roll police/Fail to notify MSS  | 8-day suspension  | 3-day suspension  |
| - Alleged careless driving (striking "ran over" the subject running from police)<br>-No BWC  | 10-day suspension   | -Dismissed the careless driving allegation<br>-Reprimand for BWC (With respect to the BWC infraction, the arbitrator found "... his failure to do so was an oversight, not a conscious decision to not activate the camera")                |

To add some context to the above listed dispositions, here are some notable quotes taken directly from the arbitrators' written awards/decisions. We appreciate the arbitrator who acknowledges the "progressive discipline" model, which so many have long overlooked.

**Quote from a 6-page decision:**

"Unlike COPA, this arbitrator declines the opportunity to substitute his judgment of the incident which caused (name withheld) injuries that the MAIU investigators who determined the grievant was not at fault. There is nothing in the record to suggest that those investigators were biased or incompetent in their investigation, and no reason was offered by COPA for its having ignored the professional analysis of the incident and substituted its unsupported speculative theories about what happened."

**Quote from a 10-page decision:**

"This arbitrator concurs with the superintendent and with the command officers. These officers should be commended for the bravery and the restraint they showed on July 18, 2020. The grievant

was not guilty of misconduct when he used his OC spray in order to move those blocking the squad car's escape from the mob."

**Quote from a 10-page decision:**

"The grievant was guilty of misconduct, but not misconduct so gross as to now justify eight years later imposing a penalty. Given the unexplained and unwarranted delay in moving forward with the charges in this case, the grievant's record should note a violation of Rule 32, but no penalty should be imposed."

**Quote from a 10-page decision:**

"Grievant in this case has joined the ranks of countless other employees who mistakenly believe they have an unfettered right to express their opinion on social media sites. Public postings — particularly for the police — risk disciplinary consequences for comments which other members of our society are free to opine as they please in cyberspace."

**Anatomy of a body-slam arbitration:**

On July 25, the arbitrator issued a 22-page decision on a COPA investigation infamously known as "the body-slam." There are dozens of notable statements made by the arbitrator in the 22-page arbitration award and can be appreciated especially by anyone of us who have been in use-of-force incidents. I'm only listing a few for the purposes of this article. Parts of the arbitrator's award were critical of COPA and/or the final COPA report.

The 56-page COPA report was signed by the following COPA personnel:

- Angela Hearts-Glass, deputy chief administrator;
- Andrea Kersten, chief investigating officer (now chief administrator);
- Sydney R. Roberts, chief administrator (former)

**Quotes from the 22-page decision:**

"Although COPA apparently agreed with Officer [REDACTED] that Mr. [REDACTED] became an assailant when he spit on the grievant, so a takedown was authorized, it concluded that the grievant had used excessive force because, "The videos speak for themselves..."

"However, in the fairly extensive experience of this arbitrator with video evidence in discipline arbitration, it is almost never the case that video provides a complete picture of a situation. While video of an incident is no doubt an important piece of evidence, it generally does not sufficiently depict the surrounding circumstances or provide enough context to stand on its own."

"COPA did not interview anyone other than [REDACTED] to analyze the degree of force employed here."

"The [COPA] investigator then asked if a maneuver should be objectively reasonable, necessary and proportional, using the least force necessary to deal with the resistance, and Officer [REDACTED] responded in the affirmative. She [COPA investigator] did not ask him whether he believed that was the case here."

"Officer [REDACTED] was not asked if he saw anything that would indicate retaliation. He was not asked whether the grievant should have adjusted his takedown because they were standing on a hard surface. He was not asked to comment on the power or speed of the takedown."

"In its report, COPA's analysis and conclusion that the grievant used excessive force in the takedown of Mr. [REDACTED] consists of three paragraphs on one page."

"This leads to the obvious conclusion that COPA was not interested in Officer [REDACTED] expert analysis, because it was investigating toward a result, that the video proved the grievant's guilt. It simply did not consider any contrary evidence."

"The superintendent's summary treatment of this matter demonstrates the arbitrary nature of his decision-making. There was video, and the grievant must be made to pay for it."

"However, the employer cannot establish just cause on the basis of reaction to a video by a public which likely would not fully appreciate the context of what it was seeing."

# Chicago to host international conference focused on women police



MONICA ORTIZ

One unique aspect of CPD is our many associations and clubs. We have ethnic associations, athletic clubs and groups with specific functions; these organizations have put together fantastic events for the men, women and families of the Chicago Police Department.

I want to highlight one of the women's associations hosting an international event in Chicago in 2024: the Chicago Association of Women in Law Enforcement (CAWLE), a nonprofit group established in 2016 that is 60 members strong and growing. I spoke with one of the members, Sergeant Janice Brown, who had a hand in bringing this group to its current state.

The first event CAWLE hosted was during Women's History Month in 2016, raising money for cancer. Brown said the group's mission is to provide women with a platform to thrive and bond, mentor members as future leaders and train officers through events such as seminars and conferences. Brown became interested in women in law enforcement during her career and began writing articles in *Champagne & Beyond*, a magazine that profiles women.



I spoke with Brown about the IAWP — the International Association of Women Police — and how Chicago is honored to host this international conference Sept. 1–5, 2024. She said she was excited about this event.

The IAWP has been around since 1915, and Chicago will host the 61st conference, with attendees from 70 countries.



**61st IAWP Annual Training Conference**  
 September 1–5, 2024  
 Hilton Hotel  
 720 South Michigan Ave., Chicago

Working with Brown and CAWLE is Kathy Caldwell, a retired Chicago Police Officer and the IAWP regional coordinator for Illinois, Indiana, Michigan and Ohio. Caldwell told me that Chicago had bid to host the IAWP conference twice before being successful on the third try.

I asked Caldwell what attending this event in Chicago meant to her, and she responded, "I hope for the largest attendance and best conference in the history of the IAWP." Approximately 1,200 attendees are expected, including 100 women in law enforcement from Africa.

Caldwell described what to expect during the conference, including daily conference events. In the opening ceremonies, a parade of nations will involve each country's law enforcement representatives marching together in dress uniforms, holding their country's flag.

There will be a luncheon, awards ceremonies, closing ceremonies and a gala.

Throughout the week, attendees can go to workshops, with possible topics including retention, human trafficking and tactical training. There also will be discussion panels featuring women from different countries. I'm excited about this event and hope that because it is being hosted in Chicago for the first time, our officers will be excited to get involved by joining CAWLE and attending the IAWP conference.

Registration for the conference will open in September. Let's help this group create a successful event in 2024. You can read more about CAWLE and IAWP and the conference in these links:

- [www.cawle.org](http://www.cawle.org)
- [www.iawp.org](http://www.iawp.org)
- <https://iawp2024chicago.org/>

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# How to qualify for FMLA



**ROB  
NOCEDA**

As I write this, my oldest daughter turns 22. Happy birthday, Sadie. Your mom is watching in Heaven. What a blessing our family has in a wonderful daughter, the best big sister to her three siblings, a good niece and granddaughter. Dad loves you very much and is always there for you. May God continue to be with you every step of your journey.

I want to point to Employee Resource E01-16 LEAVES OF ABSENCE AND RESIGNATIONS, specifically SECTION II-N of that order, which is about FMLA (the Family Medical Leave Act). In order to receive a FMLA packet, you must go to or contact Human Resources (employment section).

The order outlines the qualifications, terms and conditions regarding FMLA leave. Here is a summary (not all, not verbatim) of bullet points regarding FMLA (unpaid leave):

- must have worked for the city for 12 months
- must have physically worked 1,250 hours in last 12 months
- FMLA leave (unpaid) can be used for one or many reasons such as childbirth, adoption, to care for a spouse, child or parent who has a serious health condition, to care for service member if the employee is the spouse, son, daughter, parent or next of kin
- make funeral arrangements, grieving the loss of a close relative

- employees are entitled to 12 weeks per calendar year; some cases listed in this order are much less time (two weeks in some cases); in some special and limited circumstances, listed in the order an employee can utilize 26 weeks per calendar year.

You might ask why I bring this up. Over the last few months, I have received an increasing number of calls at the Lodge regarding members who have resigned, retired or filled out one of these FMLA packets.

The stories I have heard are heartbreaking. Many of these members have had to leave the job to care for an elderly and ill parent or a disabled child. In some cases, members' relatives have passed on. I understand how these members struggle and what these members go through, because one of my children is severely disabled. So I get it on a very personal level.

This is to inform members who may need FMLA now or in the future to take the steps necessary to have this on file with the Department. So if you or someone you know may qualify or needs assistance, please have them go see HR to get the FMLA packet done. It will help their situation.

We're here at the Lodge to help in any way we can. I pray you all continue to stay safe.

God bless you and your families.

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# Picnic, PAR forms, payroll



**JIM  
JAKSTAVICH**

Hello again, officers, both active and retired. It was a pleasure to see so many of the membership and their families at the recent FOP Family Picnic, which took place at Brookfield Zoo. We had close to 700 in attendance, and it was perfect sunny weather. The zoo staff inside the pavilion area which was reserved for just the FOP participants were friendly and accommodating. The food served was plentiful, and they even had a small water feature for kids to play in and cool off.

I'm so glad that many were able to attend and visit with each other. It was a nice change to see four-legged creatures behind glass and bars instead of the regular offenders at work. None of them asked me for a cigarette or a phone call! We realize that we cannot make everyone happy with the venues picked for event locations and voted on by the board of directors, and we are always looking for suggestions. We would need them ASAP so we can prepare to book for next year.

Officers submitting PAR forms for recognized vacancy announcements are at risk for not being timely when sending their signed PAR forms via inter-department mail (police mail). The posted AMC announcement allows officers to either submit their completed PAR forms via fax 312-745-6961 or police mail to Labor Relations Division/Management & Labor Affairs Section.

You can verify that Labor Relations Division/MLAS received your fax message by calling 312-745-5806. Some units and districts do not have their fax machines working correctly. You should save the printout receipt that your fax message was received. The safest way to go about submitting your PAR form and ensuring that it is received in the correct amount of time is to hand-carry it to Labor Relations and have it time stamped. Please call the Hall if you need assistance with your PAR form.

We hope that the Department can finally get their shit together when it comes to this new and improved (hahaha) payroll. The uniform checks were not received until Aug. 2, 2023, and the green slips were said to be available by Aug. 10.

We received this notice on July 31 that an AMC message would go out minutes before they acknowledged their mistake. On Aug. 1, they issued a second AMC message that union dues were incorrectly deducted from this already late uniform check.

Seriously — you can't make this up. I have been in communication with them to avoid these same issues with the overtime pay set for Sept. 1 and Oct. 1. Please remember to check your paychecks to ensure that you are being paid correctly and according to your current grade and step.

Stay safe, everyone!



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# Make mental well-being a priority



**KENYATTA GAINES**

Managing mental health continues to be an essential aspect of policing. We must acknowledge the profound impact it has on both law enforcement officers and the communities we serve.

We are all aware that policing is inherently stressful, exposing officers to traumatic incidents, critical decision-making and violence and crime. Police face so many challenges, both personal (homelife, children, marriage, dating, money management, aging, etc.) and professional (fear, consequences of doing my job, promotions, physical agility) coupled with bearing the responsibility of attempting to mitigate conflicts. All of these stressors can lead to cumulative psychological strain.

And let's not forget the emotional toll. This can result in compassion fatigue, burnout and post-traumatic stress disorder (PTSD).

Unaddressed mental health issues play a critical role in our profession. Many officers are unaware of the consequences of ignoring mental health issues, which can lead to decreased job satisfaction, impaired decision-making and reduced productivity.

This not only affects individual officers but also impacts the overall effectiveness of the Department. When officers are grappling with mental health issues, the quality of their interactions with the community can be compromised. This may lead to strained relationships, decreased trust and less effective crime prevention and community policing efforts.

Several years ago, there may have been a stigma related to mental health and wellness. It may have been because there is still a possibility that most of us did not know what we were experiencing or feeling. We just knew that we had a job that required us to show

up every day and be "on" while on duty.

Unfortunately, as a result, seeking help for mental health issues just didn't happen. Tragically, untreated mental health conditions can contribute to a higher risk of officer suicides. The mental well-being of law enforcement professionals should be a priority to prevent these devastating outcomes.

The Department needs to be careful in its approach and the potential strategies for promoting mental well-being. Some of the current "programs" are not conducive to favorable outcomes. These programs discourage officers from disclosing their struggles, which results in untreated mental health conditions.

Here are a few strategies for promoting mental well-being: Encouraging open dialogue, promoting mental health awareness campaigns and fostering a supportive environment can create a safe space for officers to seek help without fear of judgment.

Have a comprehensive training program which can equip officers with the tools to recognize and manage their own mental health, as well as support their colleagues. This training should include stress management techniques, resilience building and education on seeking help.

Lastly, strong leadership within the CPD plays a crucial role in prioritizing mental health. Leaders should advocate for mental health initiatives, ensure that resources are available and actively promote a healthy work-life balance.

The importance of mental health in policing cannot be overstated. By addressing the mental well-being of our officers, we can enhance their ability to protect and serve their families and communities effectively.

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# Honoring Retired Members

## February 2023

| Name             | Rank    | Unit/District | Years |
|------------------|---------|---------------|-------|
| Keith A. Fleming | Officer | 353           | 31    |

## May 2023

| Name               | Rank     | Unit/District | Years |
|--------------------|----------|---------------|-------|
| Cherie A. Metelski | Officer  | 701           | 29    |
| Angelo Monaco      | Sergeant | 189           | 26    |
| Patrick G. McInnis | Officer  | 124           | 23    |

## June 2023

| Name                    | Rank    | Unit/District | Years |
|-------------------------|---------|---------------|-------|
| Abraham A. Aich         | Officer | 002           | 23    |
| Felix Batista           | Officer | 025           | 26    |
| Alise A. Buford-Johnson | Officer | 124           | 24    |
| William C. Burtner      | Officer | 124           | 22    |
| Robert Caponera         | Officer | 127           | 24    |
| Juan M. Chavez          | Officer | 009           | 25    |
| Marlene A. Davila       | Officer | 010           | 32    |
| Anne M. Dwyer           | Officer | 012           | 25    |
| Ellis R. George         | Officer | 001           | 29    |
| Stacey L. Hill          | Officer | 701           | 29    |
| Robert P. Jasinski      | Officer | 001           | 28    |

|                             |           |     |    |
|-----------------------------|-----------|-----|----|
| Andrew Kabat                | Officer   | 050 | 29 |
| Mark Kalamaris              | Officer   | 014 | 29 |
| Ronald S. Kubiak            | Officer   | DPR | 30 |
| Robert A. Kurian            | Officer   | 014 | 29 |
| John R. Lavorata            | Officer   | 018 | 24 |
| Gerold L. Lee               | Officer   | 189 | 22 |
| Victor V. Martin            | Officer   | 019 | 25 |
| Matthew McKenna             | Officer   | 024 | 25 |
| Jose M. Mendez              | Officer   | 018 | 28 |
| Whitt-Etta Ostrowski        | Officer   | 003 | 35 |
| Loukas N. Papaloukas        | Officer   | 193 | 26 |
| Patrick J. Quinn            | Officer   | 353 | 27 |
| Robert J. Rahlfs            | Officer   | 024 | 25 |
| Lisa M. Rocco-Pignato       | Officer   | 009 | 31 |
| Robert M. Ruiz              | Officer   | 022 | 35 |
| Kevin M. Stoll              | Detective | 610 | 28 |
| Suzanne Tapia               | Officer   | 261 | 25 |
| Andre D. Tillery            | Officer   | 005 | 21 |
| Agnieszka K. Topur-Ohlicher |           |     |    |
|                             | Officer   | 024 | 21 |
| Eric M. Walker              | Detective | 620 | 25 |
| Richard S. Zoller           | Officer   | 009 | 24 |

## Retiree Meetings

Check the contact info listed with each location to confirm meetings are being held

### North

First Tuesday of the month  
@ 9 a.m.  
D'Agostino's Pizza and Pub  
7530 W. Oakton St., Niles  
Steve Marchfield 773-771-0877

### The Northsiders' Luncheon

Third Wednesday of January, April, July,  
October @ noon  
Suparossa, Chicago  
Paul Vitaoli, 312-402-1040

### South

Second Wednesday of month  
@ 10 a.m.  
Jedi's Garden, Oak Lawn

### 8-Ball Luncheon

Last Wednesday of month  
@ noon  
Les Brothers, Oak Lawn  
Dorothy Piscitelli, 773-972-0139

### Bomb and Arson

Second Monday of month  
@ 9 a.m.

Fiesta Tapatia Restaurant  
Chicago  
Ross Horne, 312-613-9182

### 12th District Retirees and Alumni

First Thursday of month  
@ 10 a.m.  
Southern Belles Restaurant  
Bridgeview  
12retirees@comcast.net

### Crime Lab, ETs, Forensic Services and Mobile Unit

First Tuesday of month @ noon  
Flap-Jacks Restaurant, Oak Lawn  
Bob Baikie, 773-284-1935

### Orland Park Law Enforcement Organization

Third Thursday of month  
@ 7:30 p.m.  
Orland Park Civic Center  
Orland Park  
Don Ade, 708-408-9308

### Survivors Lunch

Second Saturday of month  
@ 11 a.m.  
Beverly Woods Restaurant  
Chicago

### Public Housing Unit (North, South and Administration)

First Wednesday of month  
@ 10 a.m.  
George's Restaurant, Chicago  
Maurice Brown, 773-577-0154

### Arizona Retirees

Third Wednesday of month  
@ 11 a.m.  
Eagle Buffet at Casino Arizona  
524 N. 92nd St.  
Scottsdale, Arizona  
Brian DuFour, 623-521-6146 or  
bdu4@aol.com

### Arkansas Retirees

Third Friday of month  
@ noon  
Elks Lodge

Mountain Home, Arkansas  
Bob Zdora, 870-405-5407

### Florida Retirees

First Wednesday of month  
@ 1 p.m.  
Cop Shop, Cape Coral, Florida  
Tom Faragoi, 239-770-7896

### Michigan Retirees

First Thursday of month  
@ 8 a.m.  
Macks on Main  
101 W. Cedar Ave.  
Gladwin, Michigan  
John Nielson  
989-324-0877  
jnnielson@gmail.com

### Northern Illinois/Southern Wisconsin Retirees

Second Thursday of month  
Herner's Hideaway  
N202 Williams Road  
Genoa City, Wisconsin

# Honoring Sisters and Brothers who have passed

| Name                  | Status  | Age | Date of Passing |
|-----------------------|---------|-----|-----------------|
| Ronald E. Gorence     | Retired | 87  | Jan. 18, 2023   |
| Teryl N. Aguina       | Retired | 74  | June 20, 2023   |
| James Fahey           | Retired | 72  | June 24, 2023   |
| Terry Tauber          | Retired | 77  | July 3, 2023    |
| Robert F. McCallister | Retired | 82  | July 10, 2023   |
| Patrick Glinski       | Retired | 56  | July 18, 2023   |
| Joseph Zaccagnini     | Retired | 89  | July 19, 2023   |
| Michael J. Tracy      | Retired | 75  | July 19, 2023   |
| Lawrence D. Beyer     | Retired | 74  | July 21, 2023   |
| Margaret Green        | Retired | 72  | July 23, 2023   |
| Richard D. Hegarty    | Retired | 95  | July 23, 2023   |
| Richard R. Raines     | Retired | 83  | July 24, 2023   |



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### Nicci Mertens

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[niccimertensrealtor.com/services](http://niccimertensrealtor.com/services)



### Dean Angelo Jr.

Current CPD Sergeant/  
Former Lodge 7 Trustee  
Realtor®  
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# Facts refute viral video and vindicate “body slam” officer



PAT  
FIORETTO

On July 25, an arbitrator issued an award for the Lodge, rescinding a 135-day suspension, highlighting how the media loves to sensationalize an event (without knowing all the facts) and, more importantly, how COPA continues to embellish investigations with an eye toward always finding fault with officers' conduct.

The issue decided by the arbitrator centered around whether the grievant officer used excessive force during the takedown of an assailant or, put another way, if the grievant's actions were objectively reasonable and permitted under the Department's use of force policy. After all, according to the law, if the grievant acted in accordance with a valid general order, any form of discipline would be improper.

The incident occurred on Thanksgiving 2019 when the grievant and his partner encountered the assailant, who acted beligerently while drinking vodka at a public bus stop. The situation quickly escalated when the assailant resisted the officers' attempts to deescalate the encounter and spat on the grievant's face, temporarily blinding him with his vodka-infused saliva.

Consequently, in an effort to gain control of the situation, the grievant performed an “emergency takedown” using a double-leg technique, causing the assailant to hit his head on a curb. It is undisputed that the assailant acted in an aggressive manner. Not surprisingly, someone captured only part of the incident on video and quickly posted it on social media, creating a media frenzy. Of course, COPA took the bait and ran with its investigation.

Following the incident, the media could not contain itself, publishing such headlines as “Chicago officer caught on video body-slammimg man used same move as an MMA fighter” and “Man body-slammed by police sues Chicago, officer.” The community quickly became outraged (again without knowing all the facts). The Department immediately stripped the grievant of his police powers. Shockingly (not!), the assailant hired an attorney and filed a lawsuit against the City and the grievant.

However, did reporters dare focus on the fact that the state's attorney's office charged the assailant with aggravated battery and resisting arrest? Did the nightly news report that the assailant later pled guilty to a misdemeanor count of battery? Or that the surrounding circumstance eventually established that not only did the assailant lick the grievant's face, but also spat right in his face? Of course not. Such facts do not sell papers or garner television ratings. Rather, for a period of time, the news cycle repeatedly played the clip of the grievant's actions that culminated in the assailant hitting his head on a curb — vilifying the grievant.

Interesting note: The City, in the state court litigation, sought to defend the grievant officer's actions as being justified, pursuant to Department training and policy. Indeed, according to one article, the City's own expert witnesses, hired to analyze video of what happened, found that the grievant's “use of a mixed martial arts-style body slam was justified because officials say [assailant] spit on police officers who had approached him for

drinking a bottle of vodka at a bus stop in East Chatham.”

Moreover, the City defended the lawsuit by stating, the “officer acted reasonably and in accordance with CPD directives when performing the emergency takedown.” That position later changed at the arbitration hearing, in which the Lodge challenged both COPA's findings and then-Superintendent Brown's baseless assumption that the grievant used “massively excessive force” against the man stopped for drinking in public in 2019.

Back to the investigation. COPA recommended that the grievant receive a 45-day suspension. In an unusual move, almost two years later, then-Superintendent of Police David Brown issued a partial nonconcurrence with COPA's findings and increased the grievant's penalty to a 135-day suspension, without any significant explanation. The Lodge filed a grievance, and my partner Brian Hlavin presented the case to the arbitrator.

At the hearing, the significant evidence relied upon by the City consisted of the Facebook video and COPA's investigation. Surprisingly, the City did not call the expert witness it had used in state court to discuss the use of force model. But the Lodge sure did! In a remarkable turn of events, the City tried to discredit the same person it relied upon in state court as an expert.

The City's expert witness has been assigned to the Education and Training Division as a police officer/senior instructor since 2009, where he has supervised and trained numerous recruiting classes and developed curricula concerning use of force policies for the Department and the Illinois Law Enforcement Training Standards Board. Moreover, this person also has performed other activities to facilitate the training of officers, as well as COPA and corporation counsel employees. Also, the City has used him as an expert witness on numerous occasions. Clearly, the man knows his stuff. COPA even interviewed him and took a statement during the investigation.

According to the arbitrator, “he was the only individual to provide...a full analysis, or indeed much analysis at all, of the incident.” In essence, the arbitrator found that the City's case lacked sufficient evidence to establish just cause for the alleged excessive use of force by the grievant. In her decision, the arbitrator highlighted several key points, starting with what all police officers already know: “It is almost never the case that video provides a complete picture of a situation. While video of an incident is no doubt an important piece of evidence, it generally does not sufficiently depict the surrounding circumstances or provide enough context to stand on its own.”

Further, the arbitrator specifically found that COPA largely ignored the expert's analysis, which highlighted crucial factors like the grievant's limited vision due to being spat on. Also, she did not hold back on her comments finding that the superintendent's review lacked a thorough analysis and seemed heavily influenced by the viral video:

The Superintendent took the unusual step of removing the matter from Command Channel Review, depriving himself and this record of the analysis and opinions of experienced supervisors. Instead, he noted that a video of the Grievant “grabbing [assailant] by his trunk lifting

[him] off the ground, and then dropping [him] to the pavement,” went viral on social media and news outlets, and then concluded, with no analysis whatever, that the Grievant’s “conduct, the amount of force used, and the manner in which force was used” was not only excessive, but warranted a 135-day suspension, three times what COPA had recommended. The Superintendent’s summary treatment of this matter demonstrates the arbitrary nature of his decision-making. There was video, and the Grievant must be made to pay for it.

The arbitrator then commented on the harm in relying on videos alone:

However, in the fairly extensive experience of this arbitrator with video evidence in discipline arbitration, it is almost never the case that video provides a complete picture of a situation. While video of an incident is no doubt an important piece of evidence, it generally does not sufficiently depict the surrounding circumstances or provide enough context to stand on its own.

The arbitrator then focused on the expert’s testimony and summarily dismissed COPA’s reliance on the video:

The video indeed shows the Grievant lifting [assailant] into the air and slamming him, hard, on the ground. [The Expert] acknowledged that if one were to look at it for the first time, it is “kind of disturbing.” However, as [the Expert] explained to COPA, as a subject matter expert on the use of force, he has to “tell (himself) no, he needs to look at other factors, what the officer is facing, and what he is encountering.” To reach an adequate conclusion, one needs context.

As the expert explained to COPA (an explanation COPA

ignored both in the recitation of the expert’s testimony and in its conclusion), “one cannot perform a full analysis of an incident based on one vision.”

Even though COPA apparently agreed with [the expert] that the assailant spit on the grievant, and thus a takedown was authorized, it concluded that the grievant had used excessive force because, “The videos speak for themselves. ...”

In the end, the arbitrator concluded:

This leads to the obvious conclusion that COPA was not interested in [the Expert’s] expert analysis, because it was investigating towards a result, that the video proved the Grievant’s guilt. It simply did not consider any contrary evidence.

The arbitrator’s decision ultimately sustained the grievance, holding: “Employer cannot establish just cause on the basis of reaction to a video by a public which likely would not fully appreciate the context of what it was seeing. The question is whether the City can demonstrate, under its own rules and policies, that the Grievant engaged in misconduct. The only expert, indeed the only Department member to analyze the situation, concluded that he did not. The Employer has failed to meet its burden of proof.”

Although the grievant finally can put this matter behind him, the past four years have been extremely difficult for him as he already had been found guilty in the court of public opinion, by a public fueled by the media, which rarely reports on all the facts, and by an oversight agency that has been found time and time again by neutral arbitrators to be anything but fair and impartial, leaving officers to speculate if COPA’s “integrity” and “independence” ever existed.

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# COPA ignores ULP



TIM GRACE

Civilized societies do not resolve their differences through riots and street justice. What holds society together and maintains order and fairness lies in the idea of contracts. Two parties make an agreement that will dictate or govern how they shall interact or how they will do business. But what happens when one party agrees to conduct itself in one way but acts unilaterally and exactly the opposite to what they agreed upon? Or even more egregious, how about when the violating party is sanctioned and still ignores not only the contract, but also the sanctions? It

creates mistrust and derogates the relationship between labor and management.

Enter COPA, stage right.

The essence of the rights that every public employee and employer enjoys begins and ends in labor law. The glue that holds together this relationship is an agreement or contract. The FOP and the City of Chicago have a contract that is called the collective bargaining agreement, or CBA. The CBA sets forth our wages and conditions of employment. This covers discipline, wages and benefits, days off and everything in between. When one party violates the agreement, this will result in the aggrieved party filing an unfair labor practice with

the Illinois Labor Relations Board. Evidence is taken before a hearing officer, and then a decision is given and a remedy is determined. Recently, COPA has violated the contract and labor law on a very important right we have, has been sanctioned and admonished to stop, and simply ignores it.

Under our CBA, officers are given very specific and important rights that are grounded in the U.S. Constitution and specifically in the Bill of Rights. The Founding Fathers recognized that the right against self-incrimination, the right to remain silent and make the government prove its case against you, is fundamental. So fundamental that it was placed in the Fifth Amendment. The Fifth Amendment states that no person shall be compelled in any criminal case to be a witness against himself. The “right to remain silent” is fundamental and is enjoyed by every person who is the subject of a criminal investigation or actually charged with a crime. It follows a defendant all the way to the courtroom, meaning the state could never call a defendant as a witness against himself. The U.S. Supreme Court has actually cemented this right in many cases, the most significant being the 1966 landmark decision in *Miranda v. Arizona*. While COPA would gleefully discipline an officer who violates someone’s Miranda rights, it is not so excited to give that accommodation to police officers.

Even more egregious is that the City of Chicago and the FOP



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have actually placed these rights into the CBA. Article 6 of the CBA is titled “Bill of Rights.” Section 6.1 enumerates all of the rights police officers have when made the subject of a complaint register and ordered to give a statement. Many times, officers will be given allegations that, if believed true, not only violate the general orders but actually violate a criminal statute. In those situations, we are given our administrative rights and should have protection under the *Garrity* case.

However, there are times where the officer is under an actual and active criminal investigation by either the state’s attorney’s office or the U.S. attorney’s office. In those situations, the City and FOP have agreed that an officer should be given his or her Miranda or criminal rights. Under Section 6.1 (I) of the CBA, if the allegations against the officer indicate that criminal prosecution is probable against the officer, COPA will give the officer his or her rights against self-incrimination. The operative word is “probable.” The officer can then make a decision about whether or not to provide a statement. Looks relatively simple to me.

However, COPA ignores this collectively bargained-for right and refuses to follow not only the CBA but the U.S. Constitution. I suppose there is the law, and then there is what COPA thinks is the law.

After continued violations of the CBA, the FOP filed an unfair labor practice against the City of Chicago and specifically COPA. A hearing was held, evidence was entered and arguments were heard. The hearing officer then gave a very clear and concise opinion in June 2021.

The arbitrator held that COPA shall cease and desist the

practice of preventing officers from exercising their Fifth Amendment rights and shall not ignore section 6.1 (I) of the CBA. Or in other words, to “knock it off.” It was a very clear decision, using concise language with nothing ambiguous. But COPA has decided that it is the proper authority to interpret the Fifth Amendment and the CBA and simply disagrees with both.

Since the decision, a number of officers who are under criminal investigation have invoked the Fifth Amendment, the CBA and the court order and have been met with the extension of one of the not-so-polite fingers by COPA. COPA suddenly suffers from acute amnesia and has much difficulty applying a definition to the word “probable.” When we protest, we are met with blank stares and lawyer-like responses to the word “probable.” How about when the officer has been given notice that they are a target of a criminal investigation by the state? Or when they are actually on bond for a crime? I haven’t been asked to contribute to Webster’s newest edition, but that seems pretty “probable” to me.

So now the FOP has to expend more resources to relitigate the same issue. COPA has proven to be an institution that does not believe the rules apply to it. We constantly ask them to be fair, to be reasonable and to act with unbiased judgment; we just don’t think we should have to ask them to follow the agreed-upon rules. Stay tuned.



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## Portraits by Peter Bucks

Tributes to officers from the CPD officer, Lodge 7 member and renowned artist

# ‘They can count on me’

■ BY ESTHER GONZALES

After being on the job for three years working in the 25th District, Chicago Police Detective Jorge Cerda faced a life-changing moment in 1997 when he was injured in a severe car accident. And to this day, he said, he has never forgotten the outpouring of love and support he received from his brothers and sisters in law enforcement.

“It strengthened my belief that no matter what happens to you, you always have people that will be there to look out for you, care for you and support you in your time of need,” Cerda recalled. “I’ve never really forgotten that.”

Before Cerda came on the job, he had plans to pursue law school. At the time, a family friend recommended that he take the police examination and explained that the City would help pay for his schooling.

But the longer Cerda served as a law enforcement officer, the clearer it became to him that this was his true calling.

“It sounded like a good idea to me at the time,” Cerda related. “But I was so busy making arrests, going to court and trying to balance work that law school just got away from me as I got older. I found that this was the better path for me.”

In his 29 years on the job, Cerda has worked in the 25th District and the 18th District, as well as on the gang enforcement units in Area Five and Area North. He also worked with the community safety team.

Throughout his career, he has clung to the strength of the brotherhood that he experienced when he needed it most. After one of his fellow officers suffered injuries from being grazed by a bullet in the line of duty early in his career, Cerda displayed the same support that he once received from his fellow officers in the 25th District.

“Going through something traumatic, you try to help them and offer your support and let them know that you’ve been through something pretty traumatic, too, and if there’s anything they need, they can count on me,” Cerda explained. “I have always tried to help anybody that has gone through something like that.”

The relationships and bonds of brotherhood that Cerda has formed while on the job have been solidified through the toughest circumstances that he has faced. And after witnessing the power of having a law enforcement family, Cerda has never looked back.

“I think I made the right decision sticking with law enforcement and just focusing on that,” Cerda related. “I definitely feel that through my years I’ve seen guys that will back you up. They’re there for you in the good times and they’re there in the bad times. I always know that if there’s any type of problem, you can reach out to someone and someone will definitely help you no matter what it is, whether it’s financially or emotionally. I’ve seen that time and time again from people I’ve worked around, and I’ll never ever forget that for as long as I live.”

The support that Cerda has received from his law enforcement family has enabled him to bring that to the job. Whatever situation Cerda encounters, he always seeks to place himself in someone else’s shoes to understand their point of view.

And that has made all the difference.

“I definitely think this is the best job in the world,” Cerda added. “You have to show a little empathy and compassion with people, whatever type of scenario you’re dealing with. You have to look at situations through their eyes in order to understand what they’re seeing. And hopefully that will help you with whatever they’re dealing with. I believe that if you treat people respect, they’ll respect you back.”



JORGE CERDA  
*Star #20120*  
*Unit 650*



# Looking ahead on the legislative schedule



DAVE SULLIVAN

The summer activities of legislators have primarily taken place back in their districts, meeting with constituents and attending local events. The legislature will not be back in Springfield until October for the fall veto session. The governor and his staff have been reviewing legislation and signing bills. The legislature has 30 days from passage to send bills to the governor, and then the governor has 60 days to act on those bills.

They are well into that process now.

Legislators will begin passing petitions in September for the 2024 election cycle. Every state representative and congressman is up for election in 2024, as is one third of the Illinois Senate. Next year will be a rare election year when Illinois will not have any statewide elections, as neither of our U.S. senators nor any other State official is up for election next year.

This is therefore also the time of year when legislators who will not be seeking re-election announce their intentions not to run. This summer, Chicago Democrat Senator Cristina

Pacione-Zayas resigned her seat to take a top spot with new Mayor of Chicago Brandon Johnson's administration.

She has been succeeded by Natalie Toro, who will most certainly face a primary challenge. In addition, another Chicago Democratic Senator, Patricia Van Pelt, has announced her retirement and will leave office this month.

Central Illinois GOP Senator Tom Bennett has announced that he will not seek re-election, as has north suburban Democrat Jonathon Carroll. From what I hear, at least a couple of other legislators will announce their intentions not to run for another term.

Regarding our pension legislation, meetings with Mayor Johnson's task force on the subject have been going well this summer. Lodge 7 President John Catanzara has attended these meetings himself, as has our lead sponsor on the bill, Senator Rob Martwick, and officials from the mayor's office and other unions. Our chief House sponsors, Democrats Stephanie Kifowit and Justin Slaughter, have been monitoring the legislation closely. We remain optimistic.



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# The KFC story



RABBI  
MOSHE WOLF

As the summer months are passing us by, don't forget to take some time to spend with family and loved ones. It's never too late to grab some time for yourself to recharge your emotional batteries. I always try to remind my flock, "You can't turn the clock back and make a new beginning, but we can all start today and make a better ending."

I recently had a most inspiring conversation with one of our members. She said to me, "Rabbi, I'm going back to school to learn how to play the piano."

She looked at my facial expression, and then added "I know I'm in my late 40s, but it's never too late. Always remember the KFC story." She left me smiling, so let me share "The KFC story":

When Colonel Harland Sanders retired at the age of 65, he had little to show for himself, except an old Caddie roadster, a \$105 monthly pension check and a recipe for chicken. Knowing he couldn't live on his pension, he took his chicken recipe in hand, got behind the wheel of his van and set out to make his fortune. His first plan was to sell his chicken recipe to restaurant owners, who would in turn give him a re-

sidual for every piece of chicken they sold: five cents per chicken. The first restaurateur he called on turned him down.

So did the second.

So did the third.

In fact, the first 1,008 sales calls Colonel Sanders made ended in rejection. Still, he continued to call on owners as he traveled across the USA, sleeping in his car to save money.

Prospect number 1009 gave him his first "yes."

After two years of making daily sales, he had signed up a total of five restaurants. Still the Colonel pressed on, knowing that he had a great chicken recipe and that someday the idea would catch on.

Of course, you know how the story ends. The idea did catch on. By 1963, the Colonel had 600 restaurants across the country selling his secret recipe of Kentucky Fried Chicken (with 11 herbs and spices).

In 1964, he was bought out by future Kentucky governor John Brown. Even though the sale made him a multi-millionaire, he continued to represent and promote KFC until his death in 1990.

Colonel Sanders's story teaches an important lesson: It's



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never too late to decide to never give up.

Earlier in his life, the Colonel was involved in other business ventures, but they weren't successful. He had a gas station in the '30s, a restaurant in the '40s, and he gave up on both of them. At the age of 65, however, Harland Sanders decided his chicken was the right idea, and he refused to give up, despite repeated rejections.

He knew that if he kept on knocking on doors, eventually someone would say "yes." Keep on knocking till the door is opened.

If you have made half-hearted attempts at doing God's will in your life...if you have given up too easily in the past....

Remember: It's never too late to become persistent. It's never too late to decide to never give up. Keep on knocking. Keep on asking. Keep on seeking. At the end, you'll surprise yourself with the results.

And before we close, a little humor from the "Moshe humor files" to keep you smiling.

#### Big Man In A Small Town

Joe grew up in a small town, then moved away to attend college and law school. When he graduated, he decided to come back to the small town because he could be a big man in this small town. He really wanted to impress everyone and opened a new office.

The first day in his new office, Joe saw a man coming up the sidewalk. Joe decided to make a big impression on this new client when he arrived. As the

man came to the door, Joe picked up the phone. He motioned the man in, all the while talking.

"No. Absolutely not. You tell those clowns in New York that I won't settle this case for less than one million. Yes, the Appeals Court has agreed to hear that case next week. I'll be handling the primary argument and the other members of my team will provide support. Okay, tell the DA that I'll meet with him next week to discuss the details."

This sort of thing went on for almost five minutes. All the while the man sat patiently as Joe rattled instructions. Finally, Joe put down the phone and turned to the man.

"I'm sorry for the delay, but as you can see, I'm very busy. What can I do for you?"

The man replied, "No worries, I am from the phone company, and I came to hook up your new phones."

On behalf of all of your chaplains, may G-d bless you and keep you safe. Remember that every day of life is a gift, so enjoy your present.

Should you need an ear to listen, a shoulder to lean on or perhaps have some good humor to share, don't hesitate to give us a call.

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# Feeding the feeling of community support



FATHER DAN BRANDT

I was recently out to lunch with a few folks from 017. A random civilian, before leaving the restaurant, quietly paid our bill and left without our being able to thank him. The server informed us that the man even took care of the tip!

I remain heartened at the love that taxpaying, educated, law-abiding citizens have for you and your service. The silent majority who respect you and your hard work need to be amplified. Please ignore the loud minority and never lose sight of the fact that you are loved and appreciated, and you are doing God's work.



At 1:50 a.m. on Sunday, July 2, hundreds gathered at Belmont and Western to memorialize Officer Richard Francis (at left). This is our 15th year doing so at the exact time and place where Rick's life was taken in 2008. In the photo at the top of the column on the right, I am joined by Officers Dan Wyrzyszcwski (common spelling), Alfredo Aranda, Joanna Tys and Psyenne Kallenborn.

Rick's memorial card, along with many others, can be downloaded and printed from our website. May his soul and the souls of the faithful departed — especially those who have died in service to others — rest in peace.

Thanks to the folks at St. Giles Church in Oak Park who re-



cently hosted us for a Blue Mass.

Another Blue Mass will be celebrated on Sunday, Sept. 17 at 11 a.m. at St. Terrence Church in Alsip. And, planning ahead: Yet another Blue Mass will be held at Holy Name Cathedral at 10:30 a.m. on Sunday, Oct. 15. As always, we invite all to pray with and for our officers at the Blue Masses!

Thanks also to Pizano's Pizza and Pasta at 21st and Indiana for hosting our Upper Room Club this past month. Pizano's loves the police — please love them back. If you'd like to add your name to the Upper Room Club invitation list, please email me. It's a wonderful opportunity to share faith, learn about the divine and enjoy a meal with like-minded folks.

On Tuesday, Sept. 12, from 12:30 to 4 p.m., the Chaplains Section will host a screening of the movie "Sabbath," an interfaith documentary by award-winning filmmaker Martin Doblmeier. It will take place at Park Community Church, 1001 N. Crosby St. The movie focuses on the topic of something from which we would all benefit: making rest and relaxation a priority in our lives.

This special screening is for active and retired CPD members, along with a guest. There will also be healthy discussion after the documentary. Space is limited. For more information, please contact Chaplain Kimberly Lewis-Davis at 312-771-6638 or [kimberly.lewisdavis@chicagopolice.org](mailto:kimberly.lewisdavis@chicagopolice.org). Please RSVP by Sept. 5.

A law enforcement retreat will be held from Sept. 28 to Oct. 1 in the Northwoods of Michigan's Upper Peninsula. Hosted by Blue Line Ministries and the Fellowship of Christian Peace Officers, there will be opportunities for relaxation, mental/spiritual encouragement, and some fun activities like muskie fishing, hiking, ATV riding and shooting. The four-day/three-night retreat, including meals, costs just \$300 per person. More information is available on our website or at [bluelineminstries.org](http://bluelineminstries.org).

On Sept. 30, the Brotherhood for The Fallen's annual Blue Tie Gala takes place at the Hyatt Regency in Rosemont. Get your tickets before they sell out (available on our website or the Brotherhood's). This year, I have the pleasure of co-hosting the event with my good friend Suzanne LeMignot from CBS channel 2.

May God bless you and keep you safe and healthy! Thank you for doing God's work.

Contact Father Dan Brandt, directing CPD chaplain, by cell or text at 773-550-2369 or by email at [dan.brandt@chicagopolice.org](mailto:dan.brandt@chicagopolice.org).

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# Back to school on healthcare legal documents



**TOM TUOHY**

If you are packing up the kids or grandkids for a year away at college or thinking about your plans, healthcare is always close to your thoughts. Whether someone has a current health issue or everyone is in ideal health, being prepared for the unexpected is essential.

### Children over age 18 and healthcare decisions

Your kids or grandkids over age 18 might be getting ready for college away from home or still living at home. No matter where they reside, if they are 18 or older, they are considered adults under the law and are afforded HIPAA protection that protects the privacy of medical records and information. Consequently, if your adult child becomes injured or ill, you will have difficulty obtaining medical information and making decisions for their care.

### HIPAA authorization

HIPAA release forms are simple enough documents to allow someone you choose to access your medical records. As a parent of a 19-year-old, you might be shocked to find out, especially in an emergency, that you have no access to your child's medical records. However, access to records does not allow you to make healthcare decisions for your adult child.

### Healthcare power of attorney

A healthcare power of attorney designates a legal agent who can make all healthcare decisions if you cannot make them yourself. People often think of these documents solely in terms of life-support decisions. At the same time, this document covers

end-of-life decisions and grants comprehensive medical-decision authority.

Ideally, a HIPAA authorization provision is included in the healthcare power of attorney, and it is my practice to do so for all clients.

### Are healthcare documents valid in all states?

Healthcare power of attorney and healthcare authorization documents validly executed in your home state are generally valid in all states, which is good news for the out-of-state student or when any person is traveling. The four exceptions are the states of New Hampshire, Ohio, Texas and Wisconsin. These states require a detailed mandatory disclosure statement, unique to each state, attached to the form.

Having a validly signed power of attorney is good, but what about having the document when needed? Fortunately, digital technology allows us to carry these documents conveniently in a folder on our smartphone or tablet. The most convenient and secure storage is on a medical app like MYLO, MyDirectives or Docubank. Please let me know if you need information about any of these apps, and I will send it to you.

### What about other essential documents?

Remember, healthcare power of attorney documents only cover healthcare. Every adult also needs a financial power of attorney so your appointed agent can handle all your financial affairs, if necessary.

As you pack up the kids or yourself, don't forget the health insurance cards, and be sure your healthcare app has a complete

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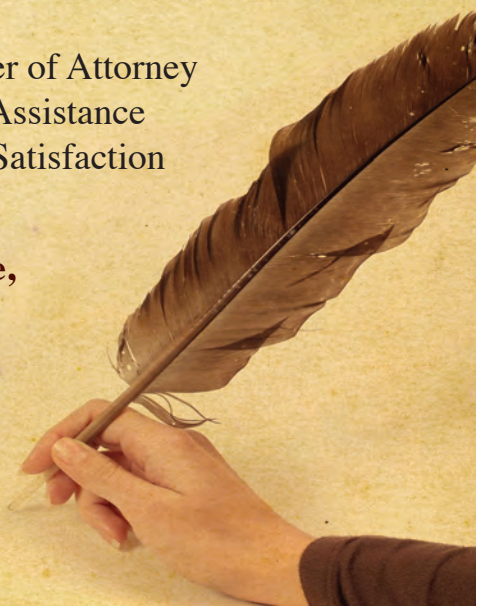


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*Tom Tuohy founded Tuohy Law Offices and the FOP Benefits Plan. He has been a police lawyer for more than three decades. His father was a CPD detective, and his grandfather was the CPD Chief of Major Investigations. You can reach Tom at 312-559-8400 or tom@tuohylawoffices.com, or visit his office in Oakbrook Terrace.*



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# Steps in the Right Direction

**A look at how Lodge 7's relentless work led to the two historic arbitration rulings that are moving labor relations forward to benefit members**

■ BY MITCHELL KRUGEL

Steps in the right direction, moving the ball, light at the end of the tunnel, seeing the light and similar glass-half-full aspirations often swell from the gallery at monthly Lodge 7 general membership meetings. If you have been there, you know the whispers creating an ongoing buzz that permeate the hall.

Second Vice President Dan Gorman relates how Lodge 7 hears the chatter and can take a hint. This is some of the most formidable confirmation about what the members want and how much of it becomes the agenda for the union's collective bargaining with the City. And how it pumps up of the volume of a certain Lodge 7 president that members have witnessed.

"Most of our proposals, most of the ideas come from the members. When you have 400 or so coming in, our negotiating committee tries to narrow them down, consolidate and prioritize," Gorman explained. "Sometimes, we'll be sitting at the table with the City attorneys who make sarcastic comments or derogatory comments about the police. [Lodge 7 President] John [Catanzara] has gotten fired up a few times when that happens. And it has triggered apologies from the City side."

Such persistence, such advocacy, such unabashed commitment to weaving those ideas into the collective bargaining agreement that is in phase two of negotiations now has the City seeing some of the light. It has led to pushing proposals through arbitration, which has resulted in two transformational and historic upgrades for the benefit of members.

In an 87-page ruling from arbitrator Edward Benn at the end of June and an additional 56-page ruling issued on Aug. 2, Lodge 7 has won the right for members who have been terminated by the Department, and have had the decision upheld by the Chicago Police Board, to take their case to arbitration. Additionally, Benn ruled in favor of a Lodge proposal for all officers with 20-plus years on the job to receive an annual retention bonus of at least \$2,000 every September.

The power of these rulings radiates from officers languishing in callback to those having to make a split-nanosecond decision about use of force to those who have worked a three-car shift on patrol and had to respond to a late-night/early-morning protest mustering 300 people. And they are the latest examples of

the union going all-out for members to take those steps, to get through the tunnel, to, as Catanzara described, spike the football celebrating a couple of big, big wins.

"We wanted to make sure officers are absolutely given a fair shake in arbitration rather than being at the whim of the kangaroo court called the Police Board," Catanzara charged. "When it gets signed off on and it becomes part of the contract, then we can spike the football and dance."

## **Stronger fighting approach**

Before doing the touchdown dance, a little pre-gaming can put these developments into context. The arbitrator empathized with the Lodge perspective, even noting that the City's continued stall tactics to hold off these decisions wouldn't play.

Tim Grace, an attorney with Grace & Thompson who has been representing FOP members at Police Board hearings, detailed how Lodge 7 empowered him to shake the trees with the termination arbitration push. The Lodge understood his position, which rose out of being in the trenches with the Police Board.

"John understood this very well and agreed we had to do something so we could have the option on certain cases to present to an arbitrator versus the Police Board," Grace conveyed. "We have been swinging it out, keeping police officers out of jail and trying to save their jobs. And the Lodge is giving the attorneys the tools to do that. This is definitely a strong fighting approach."

As the labor attorney who has spearheaded Lodge 7 contract negotiations and made the cases in the arbitration hearing, Joel D'Alba from Asher, Gittler & D'Alba, Ltd., cited data that the City and Department appeared to ignore under the leadership of the previous mayor and superintendent. In addition to wanting to put an end to officers sitting in callback indefinitely, D'Alba also contended the arbitrator would be moved by repeated examples of staffing shortages.

The Lodge presented real-time evidence, like an incident where a watch commander in a Northwest Side district submitted how he begged officers during a watch change at 11:30 p.m., "Please stay. I need people." Or how at approximately 3 a.m. at Six Corners where—Cicero Avenue, Milwaukee Avenue and Irving

CONTINUED ON PAGE 34

Park Road all converge—a few months back, hundreds of people blocked off the road doing circles around the intersection. There were only three cars in the district that night, which wasn't nearly enough to prevent people from throwing firecrackers in their cars and making life miserable for the officers who were there.

"Because they're broken systems, we thought that the arbitrator might be inclined to make changes in those areas," D'Alba stated.

Benn heard loud and clear and wrote it in his ruling granting the retention bonus. He cited the overall decrease in the Department of 1,548 officers and the 12.9-percent decrease in rank-and-file members, writing:

"Those decreased numbers have caused cancelations of regular days off, low morale and, because of diminished staffing, has hampered the ability of the Department to adequately respond with services thereby affecting the safety of the public and officers."

As for granting grievance arbitration if the Police Board upholds termination or any suspensions of 366 days or more, Benn referred to the Illinois Public Labor Relations Act and longtime case law allowing that personnel performing essential services and defined as security employees be granted that right. And that the three other municipalities in the state that have civilian oversight boards for law enforcement have the right to grievance arbitration.

**Bias against police officers**

To fully see the light, let's take a quick look at the dark side known as the Police Board. Few people have experienced that view like Grace and Gorman, whose role as a Lodge field rep and second vice president includes handling grievances contesting disciplinary action by the Department.

The course of events during the past three years has forced too

many members to be familiar with the process that comes with questioning their actions in pursuits, use of force and other response-related incidents. Those might be reviewed by the Civilian Office of Police Accountability (COPA) then passed on to the Police Board, the nine-person panel appointed by the mayor.

"Think of COPA as the police that investigate a crime," Grace disclosed. "Think of the Police Board as the jury. Before this ruling, an officer did not have the right to go before an arbitrator and have one neutral person listen and be like, 'Yes or no.' He had to go before the Police Board."

A look back to 30 or 40 years ago reveals that the mayor appointed "somewhat more neutral" board members, as Grace said, to sit in judgment over these officers. The nine members consist of lawyers, clergy and community activists.

Grace commented that when an officer is required to use force, it is never pretty. Sometimes, the public will be swayed by a video without understanding the whole picture and the reasons why the officer had to respond the way he or she did. Grace found that, while the Police Board did try to be fair, clearly the officers felt like they had to prove themselves innocent instead of the City proving them guilty.

"Some of the board members are smart people, don't get me wrong, but we all have biases and the officers felt like they were not getting a fair shake," Grace added.

As part of his continuing education to best represent members, Grace has attended courses to become certified as a use-of-force expert where he meets IA officers and the like from across the country. He has become a bit renowned in those groups because of handling as many as four officer-involved shootings per month, which tends to elicit a holy-spit response from others in the seminar who might handle one every two years.

So the seminar leader will bring up a case from Chicago and then ask Grace to share what happened when it went to civilian review.

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Dr. Robin Kroll, owner and Clinical Director of BRAVE Police & Public Safety Wellness Center, is a Board-Certified Police and Public Safety Psychologist.

"I'm going over it, and I'll be like, 'Yeah, and the end result was the officer got fired,'" he recounted. "And you can just hear, 'Are you serious? For that?'"

From his perspective, Gorman has assessed how the Police Board has evolved in the wake of the George Floyd incident and the defunding-the-police/anti-police movement.

"Well, I'm sure it had an impact on it. Those decisions that were not favorable, especially in cases that were historically favorable, began right around that time," Gorman articulated. "That's when there was a new mayor. All of that timing, I'm sure it had something to do with it. I can't prove that, but I find it, at the minimum, a coincidence."

#### An emergency

On to spiking the football and some end-zone bopping.

A couple of admissions from the City accentuated by the arbitrator regarding the retention bonus make this throw-down particularly significant.

Initially, there was some pushback from the City about the bonus over concerns that officers would bank the bonus and then ride off into retirement. Certainly, the same case could be made about getting the uniform check in December. But the Lodge submitted the Sept. 1 payday as a good-faith notion that it would keep officers around to work the crucial summer months.

And then the arbitrator noted even greater reason for the bonus to generate what it is designed for: retention.

"He basically said the City has an emergency," D'Alba said. "The City needs to have a \$2,000 bonus for workers above 20 years of service because the department can't effectively function with people leaving in large numbers."

Some City Council members have suggested that when this ruling comes to them for approval, they will be in favor of raising it. And the City has also come around to see the value of the ruling.

"During a meeting, John talked about the bonus, and the City's

budget director was very enthusiastic. She thought it was a great idea," D'Alba added.

The more they talked about it, the more reasons surfaced about the impact of the bonus. Catanzara shared that the budget director also liked the reasoning that five years of a retention bonus was far more logical than an officer leaving and beginning to draw a pension at \$70,000 per year. And the bonus also helps the 20-year-plus members whose salaries really have lagged behind increases in the consumer price index and have not kept up with inflation.

"This isn't meant to save every single officer," Catanzara stated. "It is to incentivize the majority to stick around a little longer. And for the officers who have no intention of leaving, it's a way to say, 'Thank you for your service.'"

#### Avoid the headache

The light at the end of the tunnel comes from the ruling to go to arbitration over termination. Of course, the bright spot is not having to be at the whim of people who are beholden to the mayor to make a decision about whether you will have a job.

Or leaving it in the hands of people to make recommendations about officers' work and not knowing what it's like to have to make a split-second life-or-death decision and hesitating over whether it could cost them their jobs.

"I mean, this is monumental," D'Alba declared. "This is something the Labor Act requires. And an arbitrator would be more respectful of those judgements as opposed to the Police Board."

Gorman sees more and more evidence of why it was monumental that the arbitrator decided not to split this baby. Recently, he received a video of officers involved with an offending vehicle ramming police cars in an alley to try and get away. The officers exited their vehicle and opted against using deadly force.

"They're lucky they didn't get run over by the car and I'm sure

CONTINUED ON PAGE 36

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### STEPS CONTINUED FROM PAGE 35

they were in fear for their safety," Gorman commented. "I don't know any of the officers, but I put myself in their shoes. They probably didn't resort to deadly force because they wanted to keep their jobs and say, 'You know what? Let's avoid the headache going forward. I'd rather get injured.'"

Grace added that the arbitrator's ruling answered the question of whether Lodge 7 needs to collectively bargain over having to go to the Police Board. According to the Labor Relations Board, he reports, it is not an appropriate issue for collective bargaining. So if the union is willing to put the Police Board into the contract and the parties agree to that, that's fine. But if the FOP says no and wants to revert back to state law, the City can't say, 'Well, you can't do that.'"

Not only does that keep the Police Board from continuing some of its hanging-judge tendencies, it could also be a wake-up call for the board.

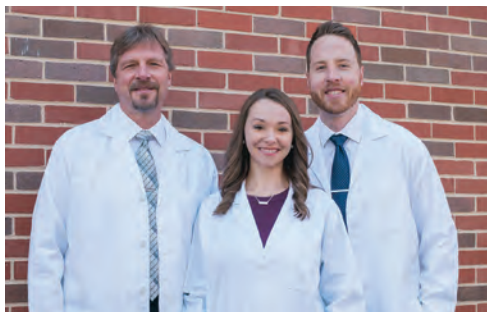
"It's kind of refreshing in the sense that when there is the perception by one party that an entity or an agency has become bias toward one side that, at least, there's a structure or a mechanism out there to course-correct it. So at the least, the affronted parties can feel like they are getting a chance," Grace explained. "In the court system, if you have a judge and he always says, 'guilty, guilty, guilty, guilty, guilty, guilty,' what happens is that when lawyers get assigned to that call, they will file a document for substitution of judges. If a judge gets too many substitutions, I would imagine he or she may look inward and reassess their approach. Hopefully, the Police Board will also look differently at these cases and try to better understand them from the officer's point of view. I think the arbitration option will make the board a much better place to plead our cases."



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# Lodge 7 Zootopia

## Annual family picnic takes on a wild twist at Brookfield Zoo

With the opportunity to experience Parakeets Gone Wild, partying in the Bison Pavilion and watching somebody pour water on the head of Financial Secretary Jim Jakstavich, Lodge 7 members and their families have rarely had a day like they enjoyed on July 19. The annual FOP Family Picnic that has been a summer mainstay for many years morphed into Family Day at Brookfield Zoo this year, and the penguins, giraffes and a goat – not the one named MJ – contributed to one of those days the Lodge hosted to give members a golden day away from the job.

“We’re trying to encourage the family atmosphere of our picnic,” explained Lodge 7 Picnic Committee Co-Chair Mike Garza. “To be able to provide a day to spend with your family for the members is something that is a huge thing to have.”

With temperatures turning the day toasty, many of the kids who came took turns running in and out of the fountain in the courtyard outside the pavilion shooting up water. A large part of the attendees were young children, so the kids played in the water almost as much as the penguins.

“Those kids frolicking in the water area they had there, they were just loving it,” Garza added. “The smiles on their faces and all the regular activities with the get-togethers like this was quite memorable. And it was a perfect weather day for this event.”

The Lodge 7 picnic has been held at Gaelic Park in Oak Forest

many times in the past few years. But with a scheduling conflict making that venue unavailable this year, Lodge 7 Recording Secretary Rob Noceda suggested giving Brookfield Zoo a whirl.

More than 650 people participated in the picnic. Attendance was down a bit because of members having a hard time getting a day off in the middle of a summer week.

But for those who attended, it turned out to be a much-needed respite from the long tours and lack of days off that come with working as a Chicago Police Officer during the summer.

Beyond the critters cozying up to members and their kids, some of the memorable sights included Lodge 7 First Vice President Mike Mette riding a koala bear on the merry-go round and President John Catanzara donning a truly unique wide-brimmed summer chapeau.

Clearly, the objective of the event was Lodge 7 tipping its hat to members for all they continue to do to serve and protect the City.

“I know one of John’s biggest things is to try and come up with different ways to provide fun days and good days for the members,” Garza added. “The union is always trying to bring the officers together in a fraternal manner and give them a little bit of relief where they don’t have to worry about it anything except just hanging out.”

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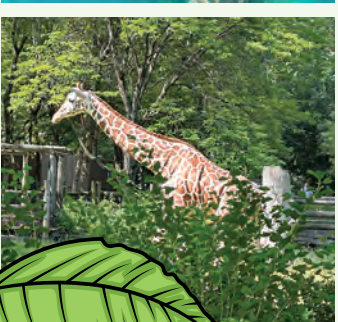
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## Cycle Across Illinois keeps the support rolling for families who benefit from Illinois C.O.P.S.

■ BY ESTHER GONZALES

Braving thunderstorms and heat waves, more than 80 riders pedaled together during the 19th annual Cycle Across Illinois. Because no matter what anyone says, yes, Illinois has hills, quipped Chicago Police Officer Rick Rivera, who was returning to the ride for the 11th time.

Over the course of four days (July 12-16), these riders pedaled 340 miles from Springfield to Rosemont to support Illinois Concerns of Police Survivors (C.O.P.S.). And they made stops along the way, including at the 16th District and various memorials, to honor fallen brothers and sisters in law enforcement.

Rivera was joined in the ride by three other Chicago Police Officers, some who were riding for the first time, as well as survivors, family members and officers of agencies across the state. Passing through small towns throughout the state, Rivera watched as residents gathered at the side of the road, waving and cheering on the riders. And family members surrounded the riders as they paused to offer a few words of solace in honor of the fallen.

Witnessing how this ride impacts survivors is what keeps Rivera coming back to support C.O.P.S., which provides support and services to families of fallen officers throughout the state.

“People forget that although the officer is no longer with us, the family is,” Rivera shared. “And sometimes the family can’t move forward after the death. We’re there to help, even just to talk, if that’s all they want. And we’re there to help the families bring their shattered lives back together. That’s why this was my 11th ride. I got hooked my first year.”

Although Rivera has ridden many times, he admitted this year was one of the toughest rides. At times, the sun’s heat was so strong that he could feel his legs burning. But riding beside survivors spurred him on at every mile.

“When you ride next to a person, you get to know their story,” Rivera shared. “Some are survivors, some are friends, some of them are coworkers, and some of them just want to get involved. And that’s what keeps me motivated, especially when I see the family members or the children riding with us.”

Before the ride, participants were each given a bracelet with the names of fallen officers. And they wore them during the four-day journey to have a visible reminder of who they are riding for.

At the end of the ride, the riders wrote letters to the family members and delivered the bracelets.

Rivera shared his experience of personally delivering his handwritten letter to the family of Chicago Police Officer Michael Bailey,



Chicago Police Officer Rick Rivera, right, joined three other members of the Department in the 19th annual Cycle Across Illinois for Illinois Concerns of Police Survivors (C.O.P.S.).



Members of the Chicago Lodge 7 executive board stand with riders from the Chicago Police Department when the ride stopped at the 16th District, who was lost in 2010.

“His wife called me a day later, so grateful,” Rivera described. “She said that she actually read all the letters. She talked to me about her husband, and I told her, if there’s anything she needs or anytime she wants to talk about anything, she could call me anytime she wants. It doesn’t matter, morning or evening.”

Riding through the 16th District, cheers and applause welcomed the riders. Lodge 7 Third Vice President Monica Ortiz, who first participated in the ride in 2008, stood among the supporters. And she reflected on how incredible it was to finally see the riders here in

CONTINUED ON PAGE 42



**THANKS** CONTINUED FROM PAGE 41

the town she calls home.

“We got to see the ride firsthand and what it does,” Ortiz related. “At every stop they read a memorial to honor an officer. So, the officers got to hear them read about Joey Huerta, Joseph Tripoli and James Svec, with their families there. So that makes it special, because then it gets to be shared with other officers, not just those doing the ride.”

Reflecting back upon her years of riding, Ortiz recalled how the proceeds from the ride benefit C.O.P.S. Kids Camp, a program where children from across the country ages change to 4-14 attend for week-long activities and counseling sessions. But it wasn't until this year when Ortiz visited the camp in Salem, Wisconsin that she experienced just how beneficial the Cycle Across Illinois has become.

“I had a full-circle moment,” Ortiz shared. “It's just different agencies from the national level to the state level coming together really for one purpose. And that's to supply funds to these families so they can go to these camps for grief counseling, mentoring and just being able to go through life healthy.”

Walking onto the campground, Ortiz saw cabins stretched in the



From left, the families of fallen Chicago Police Officers Samuel Jimenez, Paul Nauden and Eduardo Marmolejo attended C.O.P.S. Kids Camp in Salem, Wisconsin.



Maddie Marmolejo, left, and Alana Nauden graduated from the C.O.P.S. Kids Camp this year.

distance. She watched children running and embracing each other.

Among the participants from July 13-16 were the children of fallen Chicago Police Officers Eduardo Marmolejo and Samuel Jimenez, who were lost in the line of duty in 2018, and the daughter of fallen Chicago Police Officer Paul Nauden, who was lost in 2011.

Maria Marmolejo, chair of CPD Gold Star Families, attended the camp with her daughters, Sofia and Maddie. She shared how much C.O.P.S. Kids Camp means.

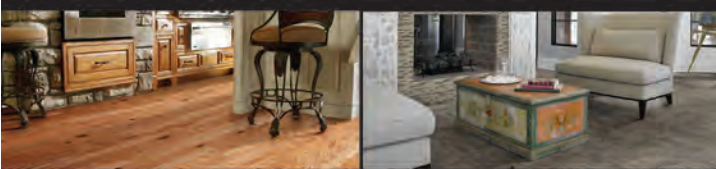
“It is probably by far the most influential, life-altering experience for me and my kids,” Marmolejo shared. “It definitely helps in healing a lot of trauma, loss and grief. It puts smiles on my kids' faces to just be around other kids and have a good time. But also, my kids are able to have control of their own narrative.”

Toward the end of the week, Ortiz joined Marmolejo for a graduation ceremony for the kids who are turning 15 and will transition to a young adults C.O.P.S. camp.

As families gathered together, a slideshow of photos played on a screen above a stage. Each photo depicted a memory of a fallen officer with their kids.

It was a heartfelt moment for Marmolejo, whose daughter Maddie was graduating alongside Alana Nauden. She expressed the feelings of another full-circle moment.

“All I can say is hopefully you'll never have to participate as a member, but we appreciate the support that everybody tries to put out there for C.O.P.S. camp,” Marmolejo commented. “It's a great environment and it's just really nice to see my Chicago families out there, keeping on trying to pour in support for our kids to move forward.”



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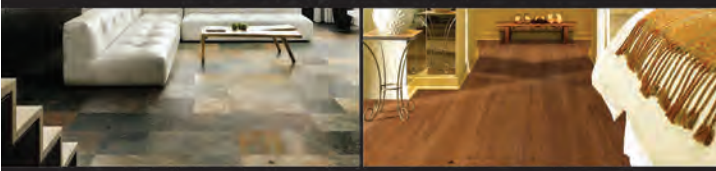
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## Finding Nadia

Two Chicago Police Officers describe group effort in locating a missing student

BY ESTHER GONZALES

Posted at the South Side of the Roosevelt train stop in the 1st District, Chicago Police Officers Salvatore Sammartino and James Montano observed the scene on July 20.

Although Sammartino works as an evidence technician and Montano usually works in the 25th District, the duo had partnered together in the past. And on this day, they were assigned to the Chicago Transit Authority (CTA) to patrol the trains.

Suddenly, a woman rushed up to them, frantic.

The officers learned that she was a special needs teacher who had brought a group of her students on a field trip to a local museum. They were leaving the museum when she realized that one of her students, 20-year-old Nadia, was missing. The teacher continued to share her fear that her student may have wandered off the platform to another train.

"Once she said her student was special needs and that she was also non-verbal, we knew had to find her soon as possible," Sammartino expressed. "It was very serious. This could have gone really bad."

After receiving a description and a photo of Nadia, Sammartino placed the call to the Chicago Office of Emergency Management & Communications dispatchers. He detailed to OEM that she was last seen wearing a pink floppy sun hat, a green dress with white polka dots and black Skechers shoes with high top socks.

Knowing time was of the essence, dispatchers in the CTA immediately responded and surveilled the premises around the trains.

Then a call came over Sammartino and Montano's radio.

They spotted her stepping on a train. She was headed toward Guaranteed Rate Field. Officers in the 9th District were en route to pick her up.

"It's an amazing feeling, and it's why we're out here doing this, to help victims," Montano related. "When you're in the academy, these are the things that you want to be able to do, to help people and to do the best you can to serve the community."

Upon locating Nadia, members of the 9th District stopped the train to ride with her back to rejoin her group. And when Sammartino relayed the information to the teacher, who was eagerly waiting for updates, he reported that she threw her hands over her face with a huge sigh of relief and expressed her gratitude.

"She was so happy that we found her," Montano shared. "So it was a pretty awesome feeling."

Later that day, Sammartino received an expression of gratitude that seemed to remind him that this is what serving the community is all about.

"[The teacher] said, 'You guys are true heroes,'" Sammartino added. "You really did just a fantastic job today and I can't thank you enough. Her family is just so grateful for everything that you guys did."



From left, Chicago Police Officers Salvatore Sammartino and James Montano were working the Mass Transit Unit when they heard that a 20-year-old non-verbal student was missing.

Hi Sal,

Thank you so so so much for all of your help today.

You are a true hero.

She made it back safe & sound and was able to communicate that she was okay. When I saw her back at school she was smiling. Her mom honestly thinks the whole situation was scarier for all us adults because Nadia likes train rides.

Her family was incredibly understanding and so grateful for every thing you and your team did to find her so quickly.

The thank-you note that Chicago Police Officers Salvatore Sammartino and James Montano received from Nadia's teacher after finding her on July 20.

# Hero in the water: Officer Joanna Tys makes life-saving lake rescue

■ BY DAN CAMPANA

Recounting her June 29 rescue of a woman from Lake Michigan, 18th District Officer Joanna Tys couldn't help but praise her mother for all the years of training.

"Thanks again to my mom for all the swimming lessons she put me through," Tys said with a smile as she stood along North Avenue Beach hours after the harrowing incident in the lake.

Officials said it all started with a 911 call of a woman in distress in the water.

Although it wasn't clear how the 26-year-old woman ended up in trouble, officers quickly arrived and positioned themselves on a pier to keep watch over the woman, while trying to coax her back to safety. Tys and her partner ran toward the scene, eventually reaching the pier's edge. By that point, Tys already understood what she might need to do.

"As we approached, I right away was thinking, 'Is anyone going to be jumping in?'" she recalled.

While awaiting word on the marine unit's arrival time, she removed her vest, belt and shoes and told the other officers she could make it to the woman, who apparently had been in the water for at least 15 minutes.

"I was very confident I was going to reach her," Tys said during a beachfront press conference.

In the water, about halfway to the woman, Tys began to tire. Shouts of encouragement from other officers kept her going. She adjusted her stroke and pushed forward even as it seemed she wasn't making progress — but she did, and eventually wrapped her arms around the woman.



Tys reassured the woman and urged her to stay calm.

"Luckily, within a minute, the marine unit showed up," Tys explained, adding that she and the woman were pulled onto the boat.

On the ride back to shore, the woman repeatedly thanked Tys for saving her life. The pair talked about family and, while continue to express her gratitude, the woman rested her head on Tys's shoulder and held her hand.

"It was a really great moment," Tys offered.

Things got even better for Tys in early July, when the Chicago Police Memorial Foundation honored her with its Officer of the Month award.

"This was the highlight of my career so far, and I'm so happy the lady is safe. I hope I get a chance to talk to her someday," Tys said, wearing a smile as she accepted the award.



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10-22

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# Kids honor their heroes in 22nd and 25th districts

Every day could be considered heroes day for members, but those who work in the 22nd and 25th districts were praised as such at Chicago Police Officers Heroes Day.

Kids left no doubt about it as they honored members in 022 and 025 during friendly neighborhood activities at Mt. Greenwood Park and Rutherford Sayre Park. Day campers at each park created signs and banners sharing their gratitude for their heroes.



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# Here Comes the Sun

## 25th District Officers help senior citizens recover from summer storms

Chicago is known as the Windy City for its gale-force winds and brutally cold winters. But not necessarily for tornadoes.

On July 12, a series of tornadoes hit Chicago. And residents in the 25th District felt some of the impact.

It takes a lot for able people to recover after the storm, but if you're a senior citizen it can be 10 times more difficult. That's why the officers and members of the 25th District youth program stepped up to help out.

Officer Kevin Frank, the older adults liaison in the 25th District's CAPS office, had already planned on helping out a few local seniors with some home improvement projects such as lawn care or moving furniture. But a simple day of work on July 17 turned into much more when the severe weather came along.

"It just became where anyone in need we were willing to help and collaborate through my network of knowing older adults," Frank recalled.

Luckily, the 25th's officers had some help from the Youth District Advisory Council, which Frank says was necessary to do so much heavy lifting and, he says, was a reminder for these kids to respect



their elders.

Overall, Frank and the group made it to three to five houses, including that of one local woman on welfare whose home was in disrepair.

It's cases like that one that make Frank's role necessary and highlight the importance of taking care of our seniors.

Ultimately, Frank wants people to remember to give back to a population that sometimes is forgotten.

"We have senior citizens in the community. They have no family, they have nothing. They're kind of forgotten about because they're elderly. They don't have the family, they don't have the means, so we're kind of the last stand," he added.



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# Officers' professionalism recognized with CPMF award

Managing to keep a bad situation from becoming worse earned three officers the Chicago Police Memorial Foundation's Officer of the Month Award for July.

Officers Keith Schuman, Patzy Oropeza and Peter Chorzepa — along with Sergeant Robert Creeth — were involved in the April 26 incident that left one person dead and the offender apprehended without the incident escalating.

The 17th District officers were dispatched to do a well-being check related to a possible fight at a residence. Upon his arrival, Schuman noticed blood on the kitchen floor, leading to the dining room. He then saw the suspected offender holding a knife, hands covered in blood, while standing over the victim.

Schuman reset his position to protect himself while giving verbal orders to the offender, who did not follow those directions. Oropeza and Chorzepa arrived to help defuse the situation. That included Oropeza, speaking in Spanish, eventually convincing the offender to drop the knife. As Chorzepa and his fellow officers



placed the offender into custody, they noticed multiple cuts to the offender's hand and immediately provided medical aid.

As Creeth secured the scene, the officers attempted to render aid to the victim, who died from his injuries.

"These officers performed their duties

in a manner that is in keeping with the highest standards of law enforcement," CPMF Executive Director Phil Cline said during the July awards ceremony. "Thanks to their collective, methodical and skilled efforts, a violent offender has been charged with first-degree murder."



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# Cops and the Community

Although all the attention — and the noise — might have been downtown during NASCAR weekend, there were plenty of other great moments that Chicago Police Officers were taking part in around the City as the best part of the summer arrived.



## 10th District

Community safety officers in the 10th District visited La Villita Park to check out the kickball game action featuring Special Olympics Illinois athletes. The athletes even took a few minutes to meet and get photos with the officers.



## 9th District



Campers at Wilson Park welcomed officers in the 9th District for some summer binging fun that included prizes provided by the officers.

When the skies opened up on July 2, a suburban woman got caught in the storm as she tried to make her way home. She got there with a little help from a pair of 1st District officers who assisted her to Union Station, where she found the train to whisk her from the City to her home.



## 1st District



## 8th District

No one wants to see summer end, but 8th District officers and members of the community provided an early look ahead to the new school year during a Back to School Bash at Acero School. Nearly 1,000 backpacks filled with school supplies were given to kids in attendance to help them prepare for their return to the classroom.

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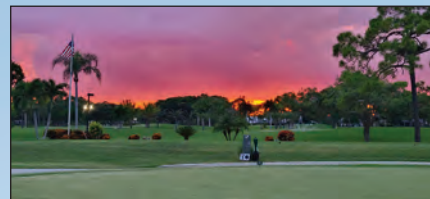


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# Your 2024 sergeant's exam questions, answered



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## How many candidates are eligible to sit for the 2024 police sergeant's exam?

According to the City, "the estimated number of eligible candidates for the examination is approximately 9,000."

## The last police sergeant's exam was administered over one week. This caused numerous problems and resulted in grievances. Based on Freedom of Information request information, what does the City plan to do this time for the 2024 sergeant's exam?

The City informed the testing companies that bid on the sergeant's exam that it has a preference for the 2024 part 2 sergeant's exam to be "administered in one day." For test security purposes and in fairness to all, this is obviously how it should be done!

## For the 2024 part 2 sergeant's assessment test, what type of assessment format is the City planning to give?

In a publicly available document, the City said it would like

to "pursue the use of a written assessment."

## In regard to the use of subject matter experts in developing the 2024 sergeant's exam, what position has the City taken?

The City informed potential testing companies that they "will be required to use external law enforcement professionals as subject matter experts when appropriate and feasible throughout the process."

## How long is the test maker given by the City to score the 2024 part 2 sergeant's assessment test?

Part 2 must be scored within 60 days.

## How can I find out more information about the written assessment part 2 exam?

I will post information on our website about the written assessment.

To submit questions, email Dr. Bernstein at [drbernstein@bernsteintestprep.com](mailto:drbernstein@bernsteintestprep.com). Visit our site at [www.bernsteintestprep.com](http://www.bernsteintestprep.com) or call 954-252-0010.



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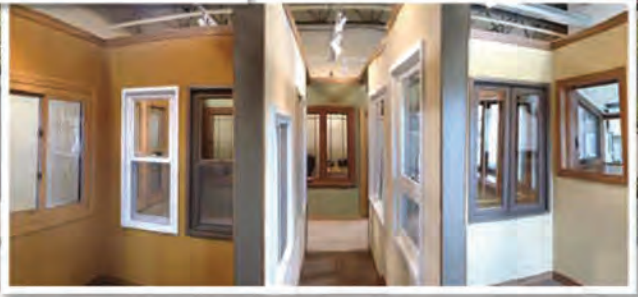
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# Revved Up to Remember

Hundreds come out to take part in 2023 CPMF Ride to Remember



BY ESTHER GONZALES

The sound of engines roaring reverberated from the United Center parking lot on July 30. Hundreds of bikers were all revved up for the Chicago Police Memorial Foundation Ride to Remember.

Among the long line of riders showing their support were Chicago Lodge 7 President John Catanzara, First Vice President Mike Mette and Field Representative Fernando Flores. Elizabeth French, mother of fallen officer Ella French, rode with Catanzara on the back of his bike, while Dionne Mhoon, mother of Aréanah Preston, rode with Mette.

Chicago Police Officers got revved up for this event for one reason.

"I am proud to be here and show support for my fellow fallen officers," expressed Chicago Police Officer Paul Morin, who has participated in the Ride to Remember for many years.

Beginning at 9 a.m., the ride departed the United Center and a line of bikes that extended for miles headed toward the lakefront. Eventually, they arrived at Gold Star Families Memorial Park, next to Soldier Field, where a ceremony was held in honor of all those who were lost in the line of duty.

After the ride, the Lodge 7 food trailer served up a combination of breakfast and lunch that included eggs, topped with cheese and a tasty beef salsa blend as riders hung out at the park. And members continued sharing in the camaraderie and brotherhood, knowing the event was a heartfelt tribute to the families of fallen officers to ensure their loved ones are never forgotten.



Chicago Lodge 7 President John Catanzara prepares to start the 2023 Ride to Remember with Elizabeth French, mother of fallen Chicago Police Officer Ella French, riding with him.



Lodge 7 First Vice President Mike Mette starts the Ride to Remember with Dionne Mhoon, mother of fallen officer Aréanah Preston, riding with him.



Lodge 7 members join family members and friends of fallen officers at the United Center parking lot to begin the Ride to Remember.



Chicago Lodge 7 board members in front of the Lodge Food trailer that served participants when they finished the ride at Gold Star Families Memorial Park.

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<sup>1</sup> Stroke Facts, Center for Disease Control and Prevention

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