

ILLINOIS COUNCIL OF POLICE & SHERIFFS

Local Union Publication

October 2003



ICOPS Wins in Harvey: For Police Officers, It's a New Day

Harvey Police Officers turned to ICOPS in early 2002. They had their fill of low pay, favoritism, and arbitrary promotions and firings. ICOPS won the police representation election conducted by the Illinois labor board, but who could have known how much would change in the year and a half since the Union election?

The former mayor reportedly spied on Police Officers, ordered them to be followed on their beats, and fired some officers rather than negotiate a Union Contract in good faith. He spent the public's tax dollars to hire union-busting attorneys and to fight the Union, rather than pay Police Officers a living wage.

After Police Officers voted for ICOPS to represent them, the tables were turned. ICOPS members worked with the community to oust the old mayor and helped win a solid victory on April 10, 2003, with the election of Mayor Eric Kellogg. The ICOPS chapter officers, who had been fired, were reinstated after the election, and three of them (Merritt Gentry, Annette Avant and Sam White) have since become Police Commanders.

The city's election brought a breath of fresh air to Harvey, a south suburban community of 35,000 residents. The new era benefits the residents of Harvey and its Police Officers.

In coming editions of the *ICOPS Police Bulletin*, you'll hear more about Harvey from the new ICOPS chapter officers: **Sonny Harris**, President, **A.J. Gbur**, Vice-President and **Manuel Escalante**, Secretary. Meanwhile, here's an update from Norm Frese, ICOPS President, on contract negotiations in Harvey, as well as an interview with Merritt Gentry.

Harvey members ratify contract — On September 24, ICOPS members in Harvey ratified a first Union Contract

covering 43 Police Officers. The negotiations on economic issues were difficult because Harvey police are considerably underpaid. The contract calls for an increase in pay of 22 percent over three years and specialty pay for different job categories.

Non-economic provisions in the contract —

In addition to wage increases, ICOPS won real improvements on non-economic issues including:

- **A disciplinary procedure** that prohibits charges from being brought up for political reasons, requires the administration to show just cause, and includes investigation of conduct, time and length of interrogation, and notification of officer's rights.
- **A first-ever grievance procedure.**
- **Seniority rights** in job picks, vacation picks, overtime, layoffs and recalls.
- **Court time compensation** with three hours minimum pay.
- **Mandatory shift coverage** with a mandatory number of people who have to work.
- **Health insurance** locked in with no increases to employees for the life of the contract.
- **Extended sick/disability leave** to cover 13 weeks at 75 percent of pay after usage of normal sick days.
- **Education** to be paid by the city for college law enforcement classes.



The Union team negotiating a first contract for Harvey Police Officers includes (from left to right): A.J. Gbur, Chapter Vice-President; Manuel Escalante, Chapter Secretary; Noel Wroblewski, ICOPS Attorney; and Sonny Harris, Chapter President.

Budgetary constraints made it hard to bring Harvey cops up to parity with other police departments of their size in **one** contract. But ICOPS negotiators made significant progress in that direction.

A view from the top — Merritt E. Gentry, a 30-year resident of Harvey, has ten years on the police force. He was instrumental in bringing ICOPS to Harvey and served as the

Continues on page 2

Harvey Win

Continues from page 1

first ICOPS Chapter President. It's been a tough, arduous, uphill journey, and there's much to be learned from his experience. Here is some of what he told the *ICOPS Police Bulletin* in an interview on August 18:

"Before this year, promotions of Police Officers were not based on seniority, experience or training. And, there was a great deal of mistrust and intimidation. For example, Police Officers were unable to get information about the police pension fund and we felt we were entitled to it. The pension board is composed of two Police Officers, elected by full-time Police Officers; one retired Police Officer, elected by retired officers; and two mayoral appointees. Although pension board elections were supposed to be by secret ballot, the administration always knew who voted for whom. We didn't know when the votes were to be counted and no observers were allowed to observe the count."

"We wanted to bring in a union to create a system of checks and balances. In 1995, we had tried to organize a union, but failed when the administration got wind of it and threatened Police Officers with retaliation."

"After I ran for the police pension board in March 2001, I was demoted. There was no system in place to protect our rights and we were subject to the administration's whims, right or wrong. I decided to learn more about unions, and what they can and cannot do."

"We held our first meeting with ICOPS in a 'safe location,' my garage, in early 2001. At that point, I started receiving write-ups. I was written up 22 times and received a 3-week suspension in retaliation for union activity. I appealed every write-up, but there was almost no chance to win, as appeals go to a commission whose members are appointed by the Mayor."

"Soon after the election of ICOPS as our representative in January 2002, I was fired. Then, every member of the ICOPS chapter board was fired. Not until after the new city administration was elected did we get rehired, with ICOPS representing us."

"Meanwhile, during a year of negotiations from March 2002 to 2003, the administration did not bargain in good faith and

no contract was signed. But **ICOPS stood strong and stood by us.**"

"Fortunately, some of us took chances. We lost our jobs for a while. We lost our reputations for a while. We had to work short-term jobs and our families were in turmoil. But some of us had to speak out freely and that gave others the courage to vote for ICOPS. Now, it's better for everyone."

ICOPS asked Merritt Gentry what he thinks now, after a little time has passed and he sits on the "other side" of the table, so to speak.

"Unions won't save your job if you do something wrong. You have to do your job. But the union is a watchdog which is prepared to step in and protect your rights if your employer attempts to unlawfully punish you in any way."

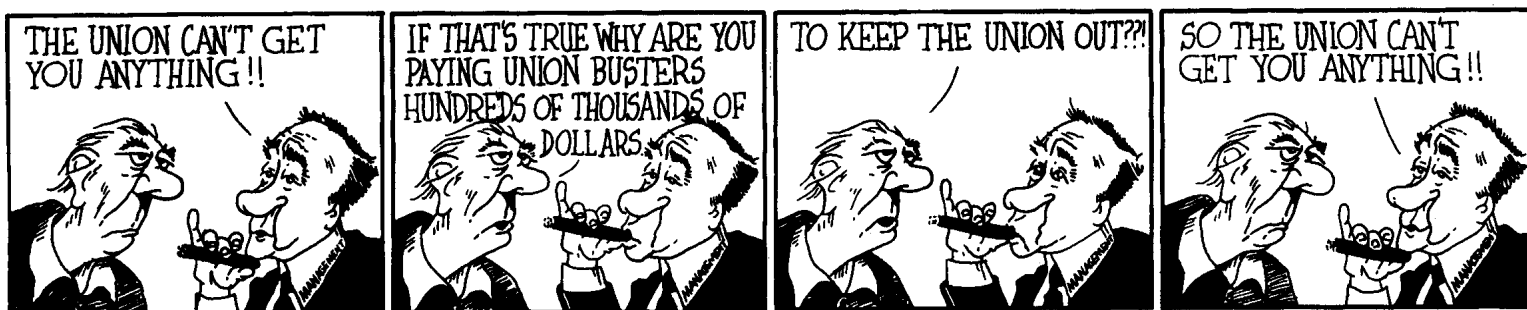
"If the administration is not doing anything wrong, then it shouldn't mind someone looking over its shoulder. Without a union, everything boils down to the integrity of those in power. An administration can rule with an iron hand. You need a watchdog, because 'power corrupts and absolute power corrupts absolutely.' Without a union in place, families and residents suffer because it creates a decay of the ethical and moral values of the community."

"Before, it was the administration against the Police Officers, who couldn't speak out. With a union, officers can speak freely. You have someone else on the 'inside' and the community can make more informed decisions."

"Today, the administration works hand in hand with ICOPS for the sake of all Police Officers and the city. That can only benefit the city and our residents. Yes, everyone is required to do their job. With a union, you have to work just as hard. In fact, you have to work even harder. Unions create an ability to progress in your job and more opportunities, thus, encouraging officers to keep up the good work."

A FINAL POINT:

Today, in Harvey, Police Officers have won the respect of the new city administration and the community is getting the significantly better police service it deserves.



There's Good News and Bad



During recent months, ICOPS has won real improvements for law enforcement officers. That's especially true in Harvey, where ICOPS helped elect new city leaders this year. Today, cops in Harvey, many of whom have been reinstated after being fired by the past administration, have moved ahead with negotiations and look forward to signing a first contract.

What made the difference? ICOPS members pulled out all the stops to let the public know what was going on inside the Harvey administration. And, the residents of Harvey responded by voting out a corrupt and anti-union administration.

I'd like to take this opportunity to thank the Police Officers who spoke out and were willing to take risks to get a better deal for everyone in Harvey. I also want to thank the ICOPS officers and staff for their hard work on the Harvey election campaign and in negotiations. We've come a long, long way and the cops in Harvey can now look forward to better days.

Negotiations are moving ahead in other places as well. In Maywood, we recently finished bargaining a first contract since police selected ICOPS as their bargaining agent, and they will for the first time gain parity of wages and benefits with other west suburban villages. Other negotiations and organizing drives are moving ahead, too. Perhaps the victory in Harvey relayed the message that ICOPS will not sit by idly while Police Officers are underpaid or are dealt with unjustly for the personal gain of those in power.

Without the dedication of ICOPS chapter officers and participation of members, these victories would be impossible. By earning respect and better pay, ICOPS members are able to perform their jobs as law enforcement professionals without political interference and to support their families in dignity.

On the political front, the state of Illinois today has the most labor-friendly legislature and governor in a generation. While Illinois' budget crunch is severe, nonetheless Police Officers, Fire Fighters, and other workers are winning legal rights that

were unthinkable only a few years go. These include laws that tear down some of the high barriers to organizing public employee unions.

Unfortunately, the same cannot be said of the U.S. Congress and the White House. In Washington, some politicians are trying to take away the hard-won rights and benefits of workers as fast as they can. Of special concern to ICOPS members is the attack on our right to overtime pay for overtime work.

On March 31, 2003, the Bush Labor Department published new rules on overtime and the battle began. If the new rules are enacted, about eight million workers in the United States and about 375,000 in Illinois will lose the right to overtime pay. They will get the biggest pay cut in U.S. history.

Under the new rules, if enacted, most Police Lieutenants and Sergeants, as well as many rank-and-file Police Officers, will no longer be eligible for overtime pay. The new rules re-define overtime coverage, as follows: if you make over \$22,100 a year and supervise two or more people, or if you make more than \$65,000 a year in TOTAL compensation, you will be exempt from overtime protections.

Our International Union informed us that over 200,000 Police Officers are at risk of losing their overtime pay, while being forced to work extra hours for no pay or inadequate compensation. As IUPA President Sam Cabral says, the issue is much larger than a matter of salary levels. If the Bush administration is successful, "our officers will not only lose badly needed pay, but when contract negotiations roll around, jurisdictions throughout the country will find the issue on the table when it has always been a matter of law and therefore, not a negotiable item. I would expect these negotiations to be rancorous at best."

We can't let that happen. There has been a huge outcry from Unions all over the country, especially from IUPA, to oppose the new rules. In a significant victory, the Republican-led U.S. Senate voted on September 10 for an amendment to override the White House on this issue. Now the fight has moved to the U.S. House of Representatives. You can make a difference. Contact your U.S. Congressman and say what you think about the attack on overtime pay. You'll find more about this issue on page 6 and what you can do.

Working people in generations before us fought for the eight-hour day and the right to overtime pay, provisions covered by the Fair Labor Standards Act of 1938. Today, the Bush administration is trying to gut the act. Let's not let it go down the drain.

Maywood Police Make Significant Gains

On September 12 Maywood Police Officers unanimously approved a new collective bargaining agreement, the first contract negotiated by ICOPS with the Village of Maywood. Because the officers are underpaid compared to nearby departments, pay was the major issue. Under the new contract, pay increases will total 17 percent from January 2002 through April 2005, bringing Maywood officers in line with surrounding municipalities.

Maywood police made significant gains on other issues, especially on vacation days and court time. Vacation time will now be based on years of service and overtime will be awarded for the time spent going to court; neither item was included in previous contracts.

Additional highlights of the new agreement include an improved grievance procedure; an increase in vacation days to 30, upon 16 years of service; and increases in death benefits, on and off duty. Officers will maintain the same level of health insurance but with a small increase in premiums. The issue of extending miles to the city's residency requirement will go to arbitration.

Union negotiators included: **Earl Keyes**, ICOPS Chapter President; **Jeremy Pezdek**, Chapter Vice-President; **Brian Black**, ICOPS Local 7 Vice-President and Chapter Secretary; and **Charlie Schenk**, ICOPS Negotiator. According to Schenk, chapter officers did a great job.

The pact now goes to the Village board for a vote. Negotiations for the new contract began over a year ago. Maywood Police Officers were represented previously by the Combined Counties Police Association (CCPA). At the beginning of 2002, they ousted CCPA and voted for ICOPS. Over 40 officers are in the bargaining unit.

Congratulations to Maywood Police Officers!

Ongoing Negotiations

MAYWOOD TELECOMMUNICATORS — ICOPS is currently negotiating a new contract for dispatchers in Maywood, where **Larissa Lewis** is Chapter President and **Pamela Smith** is Vice-President. Maywood Telecommunicators were represented by CCPA in the past.

IN WAUCONDA — Bargaining is underway for a first-ever contract covering **Sergeants**.

IN ISLAND LAKE — Negotiations for a first-ever contract for **Police Officers** are nearly completed and then bargaining will begin for **Sergeants** and **Telecommunicators**.

IN WILLOW SPRINGS — ICOPS began negotiations on a new contract for **Police Officers**, who were previously represented by the Fraternal Order of Police. ICOPS negotiators are working hard to win a settlement in Willow Springs, where the main sticking point at the bargaining table is pay schedule.

ICOPS Questions the Safety of Crown Victoria



Should there be a moratorium on the purchase of Crown Victorias for police use? According to ICOPS President, Norm Frese, "this is something we should consider until Ford Motor Company installs fire suppression systems on all police cars."

Could Ford do more to protect the lives of the thousands of officers who currently drive the Crown Victoria Interceptor? About 85 percent of all police vehicles are Crown Victorias. Ford claims it can't install fire suppression systems on current models.

The debate about the safety of the Crown Victoria comes at a time when Ford promises to offer fire suppression technology on its 2005 police model. The system is designed to shoot foam from interior nozzles in case of a fire.

In the last 10 years, at least 14 Police Officers have died when their gas tanks ignited following rear-end collisions. The vehicle has other problems. This summer, Ford issued the recall of 35,000 Crown Victorias, because of a possible wheel defect. Ford dealers will replace the wheels on the 2003 models.

We'll keep you posted as we learn more.



Meet ICOPS Vice-President

Brian M. Black

ICOPS is "still a young Union, but has shown itself to be very capable of getting the job done for the members."

A Police Officer for seven years, Brian Black is active in west suburban Maywood. He develops programs to decrease violence, is an advisor and mentor to young people, and works to strengthen the relationship between police, community and government through community policing. Brian also serves as liaison to the Maywood Citizens Review Commission, keeping it informed of how the police department operates.

Of community policing, Brian says, "It's not an easy fix-it-all program. It's about a police-community-government partnership that comes up with creative solutions to problems. It only works when the **partnership** happens. That takes a long time and a lot of commitment. But ultimately, if it's done right, community policing brings great results."

"Many residents of Maywood, where I live, are committed to change and offer what they can to get things done. We've had many successes, but have also seen violence increase. In response, Maywood created a summer program and hired hundreds of young people. We need many such programs to involve young people and teach them a trade or skills."

According to Brian, "The Maywood ICOPS members who are detectives have taken their time to work with at-risk youth to develop after-school programs, such as basketball, tutoring and the *Proviso Badge Initiative*. These efforts get young people off the street and into productive activities."

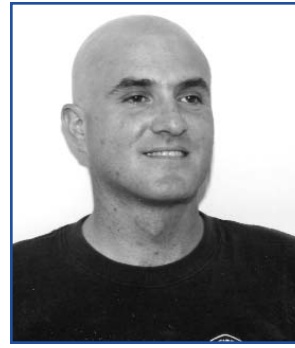
Brian serves on Maywood's youth commission and participates in the Maywood Police Explorers Youth Program for young people aged 14-20. Through the Explorers program, "we offer young people an insight into law enforcement as a possible career and teach them about police work."

When ICOPS was elected to represent Maywood Police Officers, Brian Black took note that the Union was "professional and spent a lot of time to research the history to let us know what had been going on previously." After that, he adds, "ICOPS continued to show its professionalism."

Brian became ICOPS Chapter Secretary and helped to resolve issues that officers have. "We've been able to solve many problems through grievances that come up and to find solutions to problems that arise." Brian adds that bringing ICOPS to Maywood has benefited Police Officers in substantial ways and has made the police department better.

"It's a privilege and opportunity to now serve as ICOPS Local 7 Vice-President," Brian says. "The Union has done an excellent job in a few years and has great potential. It's still a young Union, but has shown itself to be very capable of getting the job done for the

Continues on page 6



Meet ICOPS Secretary-Treasurer

Joseph H. (Joe) Kelley

"All officers are equal and we need to make administrations deal with all officers equally."

Joe Kelley grew up in Elmwood Park and now lives in Stone Park, where he is a Police Officer of 10 years and the secretary of the police pension fund.

As a kid, Joe wanted to go into the military. But, his parents thought it best for him to be a Police Officer first. So, in 1991, Joe became an auxiliary Police Officer in Elmwood Park. After attending law enforcement classes at Triton College, he was hired as a part-time Police Officer in Melrose Park and then in Stone Park, where he became a full-time Police Officer in '96. After getting into police work, Joe decided, "I really enjoyed it. I enjoyed helping people and decided to stay with it."

In 1997, Stone Park Police Officers began talking about the need to unionize in order to deal with pay, time off and insurance issues. They had never had a union. According to Joe, "A group of us approached ICOPS, and met with ICOPS President Norm Frese and Vice-President T.R. Smith. We felt comfortable. We thought they would fight for our needs and ICOPS would be a strong Union for us."

Joe became the first ICOPS Chapter Vice-President in Stone Park as well as a negotiating team member. He says, "The first contract took a long time to negotiate, about a year, but we won much of what we asked for." Since ICOPS came in, Joe says, "We've increased our salaries by 25%; increased vacation, sick and personal days; and went to an improved shift schedule. We have a solid contract." Stone Park ICOPS members have won two 3-year contracts; the current one expires in 2004.

"With ICOPS, you get a one-on-one relationship with Union officers, unlike with many unions. Anytime I call ICOPS on behalf of a Police Officer, we get an immediate response and the end results are satisfactory," Joe states emphatically.

Today, as an officer of ICOPS Local 7, Joe Kelley says he wants "to help fellow officers with negotiations and contracts, and to help them get better benefits and pay increases. I believe that Police Officers should have excellent lawyers working for them and ICOPS members have that. We have a good legal team who is there to help," according to Joe.

"I feel strongly," Joe states, "about those administrations who try to control officers in their duties as Police Officers and use pick-and-choose policies. Some administrations pick and choose which officers they write up, which I want to do everything in my power to stop. All officers are equal and we need to make administrations deal with all officers equally."

"Also, I want to help Police Officers who have grievances, particularly when an administration violates provisions of the contract to which it has agreed," he says.

Continues on page 6

Overtime Rules Are About to Change, Unless

The Bush administration proposed new rules that would re-define which American workers are eligible for overtime pay. It would snatch overtime pay away from as many as 200,000 law enforcement officers.

Employer groups strongly support the proposals; Unions are universally opposed to them. IUPA immediately took a strong stand against the rules, and launched grassroots and Capitol Hill initiatives to oppose them. The rest of organized labor raised major protests at the prospect of eight million workers losing overtime to which they are currently entitled.

On September 10, labor won the first round when U.S. Senators voted 54-45 to bar the Bush administration from issuing the new rules. U.S. Senator Dick Durbin (D-IL) voted with labor; Senator Peter Fitzgerald (R-IL) voted against us.

The Senate vote was in the form of an amendment to the

federal funding bill for labor, education and health programs. It would **extend the salary levels for eligibility of overtime and protect overtime for those currently covered.** That vote will now be a major point of contention between the U.S. House and Senate when they meet to iron out their differences on the funding bill.

IUPA Vice-President Dennis Slocumb says, "We will continue to monitor the situation and fulfill the role of screaming 'foul' when the truth takes a backseat to the partisan and self-serving rhetoric of those who would pick your pocket as they pat your back."

Now it's your turn. Every vote counts. We need to convince the U.S. House of Representatives to **vote against the new overtime rules** proposed by the Bush administration and we need your help to do it! Act now. Call, fax or e-mail your Congressman and urge him or her to fight like hell to overturn the proposed overtime rules. We deserve no less!

LEGISLATIVE UPDATE

From Springfield, It's All Good News

The Illinois AFL-CIO says the spring legislative session was Labor's most productive session in over 20 years! Here are some worker-friendly bills that passed:

- **Card Check Recognition** — allows state employees to form a union when a majority sign authorization cards.
- **Public Employee Continuity** — amends Illinois labor law to ensure that if employees of a local government unit of more than 35 workers have formed a union or are in the process thereof, the union remains intact or the process continues even if the number falls below 35.
- **Court Reporters' Collective Bargaining Rights** — requires the Illinois Supreme Court to bargain with state court reporters over wages, hours and conditions of employment.

- **Reckless Driving in Construction Zones** — establishes reckless homicide committed in a construction zone as a Class II felony and increases the prison time a defendant must serve.

- **Fire Fighter Promotions** — provides for fair testing for firefighters seeking promotion, effective outside of Chicago.

Lawmakers also amended the **Illinois Prevailing Wage** to expand the definition, tighten up enforcement and provide consequences when a contractor or subcontractor fails to comply. They raised Illinois' **Minimum Wage** to \$6.50 an hour by 2005; increased the pay for state Home Care Workers to \$9 an hour by 2004; and made it illegal for employers to discriminate by paying wages solely on the basis of employee's gender. Several health care measures were enacted, including the **Prescription Drug Discount Program** for seniors and the disabled.

Brian M. Black

Continues from page 5

members. It's capable of dealing with grievances and negotiations, and comes to the table with fresh new ideas."

"With the public relations skills I developed through police work, I hope to bring those same skills to the Union and contribute to getting things done on behalf of all ICOPS police members," Brian says. "In Maywood we've developed effective tactics to work out issues with police management." Brian looks forward to helping Police Officers do that in other police departments.

Joseph H. Kelley

Continues from page 5

As Secretary-Treasurer, Joe plans to "keep watch over how the Union spends money and be sure all appropriate steps are taken to account for funds." And, he hopes "to be of help to the other Union officers and to be present for Police Officers until the legal team arrives."

Joe spends much of his time off with his two young children, Alexis and Joey, and takes them boating and fishing. He also enjoys hunting and riding his Yamaha V-Star motorcycle.

ICOPS Police Bulletin

October 2003

published by



ICOPS ILLINOIS COUNCIL OF POLICE & SHERIFFS

Local 7, International Union of
Police Associations, AFL-CIO

Norm Frese *President*
T. R. Smith *Executive
Vice-President*
Brian M. Black *Vice-President*
Joseph H. Kelley *Secretary-Treasurer*
Legal Staff James F. Pastor
Noel T. Wroblewski

ICOPS • 227 West Spangler Avenue
Elmhurst, IL 60126

1.630.832.6772 telephone

1.630.832.6978 fax

1.800.832.7501— 24-hour
toll-free number

www.icops.org — website

icops7@aol.com — e-mail

★ ★ ★ ★ ★

CREDITS: *Editor*, Kathy Devine,
Local 34071, CWA; *graphic designer*,
Judy Sviatko, Local 34071, CWA;
printed by Forest Printing

Please add my name to the
POLICE BULLETIN
mailing list.

Name *(please print)*

Employed by *(optional)*

Street address

City, state, zip code

Mail to ICOPS at the address above.

AFL-CIO ADVANTAGE

ICOPS Offers Member Services

At ICOPS, we do more than negotiate contracts and protect our members from being suspended when someone wants to throw his weight around.

Because ICOPS is affiliated with the **International Union of Police Associations** and the **AFL-CIO**, we offer many consumer advantages that save money and make life better for members and their families. These include:

- ★ low-interest credit card with no annual fee
- ★ low-interest home mortgage financing
- ★ low-interest loans for personal use
- ★ low-cost life insurance
- ★ no-cost accidental death insurance
- ★ information about educational scholarships and college loans
- ★ buying service for new or used cars
- ★ discounts for auto rentals, tires and car service
- ★ discounts for family-oriented vacation attractions

To get the latest updates on member services, call ICOPS Office Manager, **Linda Hill**, at 630.832.6772.

ICOPS Legal Plan Application

\$15 per month
Billed in 6 month intervals

Name

Home address

City, state, zip code

Telephone

Date of birth

Employed by

Your title

Signature



Mail completed form to:

ICOPS • 227 West Spangler Avenue • Elmhurst, IL 60126

Your membership package and
auto decals will be mailed to you.

FOR IMMEDIATE COVERAGE,
enclose a check for \$90 payable to ICOPS with this application.

ILLINOIS COUNCIL OF POLICE & SHERIFFS

Local 7 • International Union of Police Associations • AFL-CIO

1.800.832.7501 toll-free 24 hours

INSIDE

Good guys win big in Harvey	p. 1
ICOPS president reports	p. 3
Maywood police ratify new contract	p. 4
Is Ford Crown Victoria safe?	p. 4
Meet Officers Brian Black and Joe Kelley	p. 5
Overtime pay under attack	p. 6

*Moving with one purpose ...
Speaking with one voice*



ICOPS

227 West Spangler Avenue
Elmhurst, IL 60126

Call 1.800.832.7501
toll-free 24 hours

Presort
Standard
U.S. Postage
PAID
Permit 329
Elmhurst, IL

ICOPS Police Bulletin is Your Newsletter

If Union members know their rights, are informed about issues that affect their livelihood, and know what it means to be a Union member, the Union grows stronger. That's where our newsletter, the *ICOPS Police Bulletin*, comes in.

Just as it's impossible to exercise your rights if you don't know your Union Contract, you can't stay informed about Union issues without written communications such as the newsletter. It's virtually impossible to be fully informed through the news media or by word of mouth.

For the *ICOPS Bulletin* to serve its purpose, you must read it. If it is delivered on a day when nothing goes right at the station, set it aside for later. Wait until you're in a good frame of mind and have minutes to spare. But read it!

The newsletter will discuss issues that affect our jobs. It will inform you about legislative bills that will affect law enforcement professionals. It will describe Union benefits and advantages of being affiliated with the International Union of Police Associations and the AFL-CIO.

In the *ICOPS Police Bulletin*, you will read good news and bad news. We don't expect you to agree with every word. But give it a chance. And, when you've read the newsletter, pass it on to another cop who's not an ICOPS member. You can help make your Union bigger and stronger.

You will seldom read "I" and "my" in the *ICOPS Police Bulletin*. Instead you will read about "us," "we" and "our" as the *Bulletin* represents the members and not individuals. This newsletter will not be used for the personal advancement of any individual officer. It will be used to advance the Union and its law enforcement membership.

ICOPS Legal Plan Saves Careers!

- ★ Police and law enforcement personnel in Illinois have come to rely on the **ICOPS Legal Plan**—the best protection available when careers and reputations are on the line.
- ★ When the Chief sets up an *informal interview* about a complaint, the Police Officer often only has a few hours to meet with a lawyer and prepare a defense. With an ICOPS attorney, that is enough time to prepare for that first legal shot. Without good representation, the Police Officer might have to clean out his or her locker and find a new career.
- ★ One minute, the Police Officer on the beat is a hero. The next minute, many people clamor for a badge. That's the nature of police work. When that happens, it's time to call in the **ICOPS Legal Plan**.
- ★ The **ICOPS Legal Plan** is open to full-time and part-time Police Officers, Deputies, Troopers, Correctional Officers, support personnel and anyone in law enforcement who is out there serving and protecting the community.
- ★ The cost of the **ICOPS Legal Plan** is only \$15 per month and is billed in six-month intervals. The Plan is free to ICOPS members who are under contract. The monthly charge applies to members who are not under an ICOPS contract.
- ★ The **ICOPS Legal Plan** covers all job-related discipline problems. If you shoot someone who comes at you with a knife, an ICOPS attorney will be at your station house before your Lieutenant finishes writing up an excessive force charge. If your Chief singles you out for not dotting I's and crossing T's on a report, an ICOPS attorney argues your case before the boss finishes writing up a suspension order.

★ Return the application on page 7 ★
It will be the best \$15 a month you've ever spent.