

# The SHIELD

POLICE

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TO PROTECT . . . . .

393

AND TO SERVE

PUBLISHED BI-MONTHLY

TOLEDO, OHIO

OCTOBER-NOVEMBER 1980

## REAGAN: Damaging to the Nation

From  
**GEORGE GERKEN**  
Political Action  
Courtesy of AFL-CIO  
COPE

Ronald Reagan is the Republican presidential nominee. That he would be, as President, a disaster for workers and their unions is a certainty.

Nor can there be any doubt that, given an ultra - conservative Congress to back him up — which would be a strong possibility should he win the Presidency — he would roll

back whatever gains working people, minorities and the poor have made over the past four decades.

Of course, he doesn't say these things flat out — but his record and some of his positions as a candidate say them for him.

In the past couple of months, for example, he has:

1. Come out for state open shop laws, the "right to work for less."
2. Called for restrictions on union political rights.

3. Campaigned for tax changes that would heap vast benefits on the corporations and wealthy individuals and throw a few scraps to workers.

4. Suggested a need to place unions under anti-trust laws, a step that would cripple the bargaining power of unions and their members by banning industry - wide or area - wide negotiations.

In addition to specific positions hostile to workers and their unions, Reagan's gut feeling on key issues can be sensed by the company he keeps. He is in league with, and supported enthusiastically by, the violently anti - work, anti-union radical "new right" — a collection of groups and individuals who see relationships between workers and employers in terms of the pre-1930s era.

Beyond this, there is cause for genuine concern about Reagan's capacity to handle a job as big as the Presidency. It has become evident in his campaign that, often he shoots from the lip on major issues, spreading false, or distorted, stories from one end of the country to the other, like Johnny Appleseed. When advised that his facts are wrong, he continues to use them anyway — because they support his positions.

This habit is bad enough in a candidate. In a President, it could be damaging to the nation.

Which is just what Ronald Reagan would be as President — damaging to workers, their unions and the nation.

political committees."

—Speech at St. Mary's College, South Bend, Ind., N.Y. Times—April 23, 1980

Messing up facts, Reagan claimed COPE Director Al Barkan wrote in a June 1971 Reader's Digest article that COPE had spent more than \$60 million to help Hubert Humphrey's 1968 presidential campaign. The article was not written by Al Barkan. It was written by a George Denison. In it, Denison himself quoted columnist Victor Reisel, who derived the \$60 figure by multiplying the number of local unions in the U.S. by 1,000. Needless to say, the figure is wildly exaggerated.

Reagan statement cited but not quoted directly, Washington Post—April 23, 1980

"Labor must be made to see that continued bigger government spending for social programs means a loss of jobs."

—St. Louis Globe-Democrat, October 17, 1979

Under the Carter - endorsed Humphrey - Hawkins full employment bill, "Washington will be able to decide where you'll work, what kind of work you'll do, what you'll get paid, what you'll produce, and what the product will sell for."

—Washington Post, October 23, 1976

(adoption by Congress of the Humphrey - Hawkins bill) "would regulate us to a point that has not been seen outside of Socialist countries."

—New Orleans Time-Picajune, January 21, 1978

## Kruising With Kendrick

IS ANYONE UP THERE LISTENING?

The subject of Stress Management is a hot issue now. You have had a two hour crash course in it during the last In - Service Training. You have read the books, heard of the related problems of our fellow officers via the Joe Wamba books and films. But stress is just part of living. We experience it on a day to day basis the same as anyone else. I am sure you will agree that businessmen, lawyers, doctors, and peanut vendors all have their own kind of stress. So what's the big deal? Cops are no different than any other profession. Or are they?

As a police officer, you're a little different. Different in that you have been given a wider latitude when dealing with people. Things like taking away a citizen's liberty, carrying and using a firearm, attempting to keep the system within the checks and balances, and all the time smiling, makes you something special. Visible may be a better choice of words. Caught in the middle of every conceivable situation, the police officer is heavily regulated by those checks and balances just spoken of. We all know the consequences of the abuse of power; of making judgments that would dictate 'swift and sure' street justice. It is a unique position, a unique job that puts us in front of the Public Eye at all times.

Consider just a few of the 'stress factors' that are built into our profession:

1. The police officer is required to be armed 24 hours a day.
2. We are required by law to act in the event we witness a felony.
3. Municipal requirements dictate that we live in the city. There is no escape to the quiet of the 'small farm in the country.'
4. In the private sector, any back talk to a supervisor is considered 'verbal ventilation' and is a means of expelling stress. In our business, we call it INSUBORDINATION — 15 days.
5. In our business, Labor - Management problems are settled swiftly and surely under the NEGATIVE REINFORCEMENT doctrine.
6. We labor under the ruling of the Napoleonic Code — Guilty until proven Innocent.
7. We must remain calm in the face of adversity. Good soldiers don't cry, show fear or retreat.
8. We all belong to a closed, secret society. We can never 'tell' about a flaw in a fellow officer, even if it kills him.
9. We find solace in the company of our brother officers. This is not an attempt to exchange professional topics, it is purely a defensive move.
10. In our business, the customer's always wrong. This has developed a 'them against us' attitude that spills over into our off - duty time.

All right, admittedly we have some problems. How do we deal with them? We don't. And that is the thrust of this article. Like the Federal Government, our city follows the same procedure of Head - In - Sand. Look the other way and you will see nothing. All well and good, but when everything hits the fan, look out. If you haven't gotten the message by now, listen. Something is wrong, desperately wrong with this police department. For the over - 40 crowd, you can remember when there was a strong working relationship with command and patrolman. When the only graffiti was that written on the washroom wall and it gave you

(Cont. on Pg. 8)

## Reagan on Labor

From  
**GEORGE GERKEN**  
Political Action  
Courtesy of AFL-CIO  
COPE

"I would find myself tending to support the right to work law . . ."

GOP Debate, Columbia, S.C., Feb. 28, 1960

"... the Senate right now is dealing with the so-called labor reform, which I feel strongly is a bill that should be defeated, not because I'm against the working man at all, but because this reform is against the working man. It really is going to put the government in competition — or in cooperation — with the hierarchy of organized labor in forcing compulsory unionism on a great many people."

—CBS "Face the Nation," May 14, 1978

"Unions have become so powerful and, bargaining on an industry - wide basis as they do, I thought for some time they should be subject to the same restraints that are imposed on industry and business. I believe that we should look very closely at whether they should not be bound, as business is, by the anti-trust laws."

Speech at St. Mary's College, South Bend, Ind., N.Y. Times—April 23, 1980

Misunderstanding the legal basis for member check-off of political contributions to COPE and ignoring corporate PAC check-offs:

"This is something we have a right to look at if unions are trying to force industry to collect contributions for

## PED Supports Boycott

From  
**GEORGE GERKEN**  
Political Action  
Courtesy of AFL-CIO  
COPE

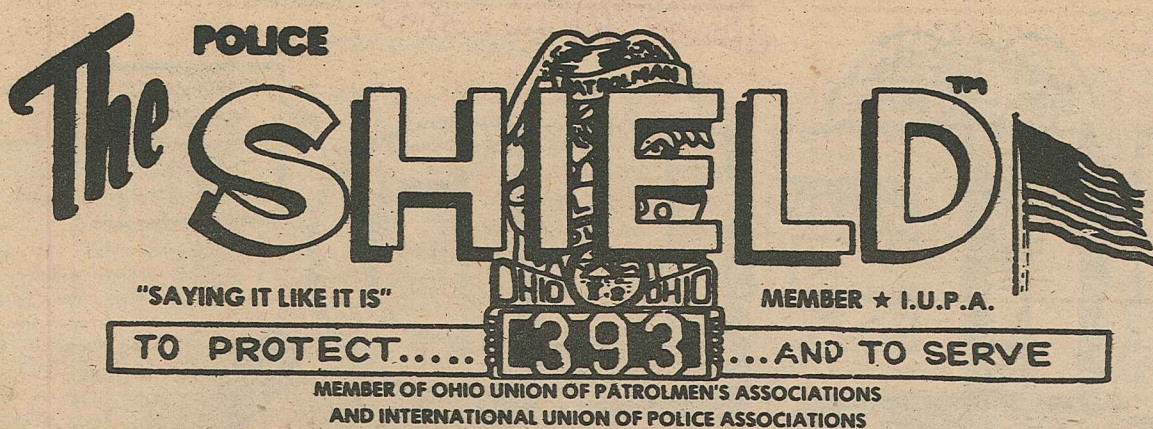
The Public Employee Department (PED) of the International AFL-CIO has unanimously endorsed the ISPB and its affiliates' statewide labor boycott of the FOP at a recent PED Executive Council meeting in Bal Harbour, Florida.

In making their endorsement, council members reaffirmed their support for all such boycotts against the anti-

labor forces of this nation, whomever or wherever they may be. The PED thus joins the Indiana State AFL-CIO, various area Central Labor Councils and other labor groups around the state who had previously joined in the boycott.

From all indications, the boycott is having a pronounced effect on that organization with one such indicator being the increased arrests of high ranking union officials soon after the boycott began. Sorry, fellas, but that tactic won't work either.





## Chaplain's Report

### Thank you for a Job Well Done:

Although hard to believe, Labor Day and the end of Summer 1980 is already here. At this time of giving recognition and relaxation for the Labor we engage in, I would like to speak for the people of Toledo and give credit and appreciation for the work of the Toledo Patrolmen.

Thousands of us want to express to you the feeling of relief that we felt when you came on our troubled scene. We called for help in our fear or need, and you responded. Hundreds of us want to thank you for directing us around that accident or for keeping us from getting hurt at that fire.

Thousands more of us realize full well that our large crowd did not harm us just because of your presence there.

Hundreds more of us still don't realize how you kept us from killing or maiming ourselves in our domestic quarrels.

When our dogs bark or our alarms sound, you bring peace. When we drive thoughtlessly, you remind us of our need for safety. When the D.W.I. is a threat to us and our children, you protect us. When our children are going to and from school you do us the service and blessing of helping our little ones.

Your labor to protect and serve us is much recognized and appreciated. This Labor Day of 1980 is a fine opportunity for us to express our gratitude to you, the Patrolmen of the City of Toledo.

May God bless you and your families.

Fr. Al Ceranowski

## Letter To The Editor

When the point in time arrives that it becomes necessary to paint the walls of an elevator black in an attempt to eliminate "smut" graffiti, we should take a long look at the mentality involved.

Regardless of what the person, or persons, who have been degrading us as police officers may think, there are people in this Police Division who are constantly fighting to make the job better for ALL police officers. Sometimes there are things which can be accomplished in a relatively short period of time, others,

such as the renovation of the Safety Building, take considerably longer. In either case nothing can be accomplished without the cooperation of the City administration.

In times of labor negotiations it has usually been the case, although not always proper, to expect certain things to appear as graffiti during the heat of the battle. But labor negotiations have been over for five months and there is no purpose served to degrade individuals or members of their families.

When the Police Division approaches the City for ap-

proval of the expenditures for items such as blinds for the windows in the police areas, air - conditioning in more of the police vehicles, etc.; these are not things necessary to perform our jobs but are things which make doing these jobs

(Continued on Page 7)

### Back to Square One for Workers and Unions?

## The Danger in Reagan-GOP Control

Our union is neither Republican nor Democrat. We support candidates from both parties who back legislation that helps working people and their families, our union and the nation at-large—candidates who put the broad concerns of people above the narrow demands of the board-room barons.

But there are too few such candidates put forward by the Republican Party: Jacob Javits (N.Y.), Charles Mathias (Md.) and a handful of others like them in the Senate, Margaret Heckler (Mass.) and a few like her in the House—candidates who have earned the support of working people.

Theirs are lonely voices in GOP circles. Their influence on party policy and voting habits of their GOP colleagues in Congress is slight. We wish there were more of them.

Unfortunately, control of the party in and out of Congress rests firmly in the hands of union-hating right-wingers. On most issues, the shots are called by the Strom Thurmond-Jesse Helms-Orrin Hatch branch of the GOP. They have long supported Ronald Reagan and have been supported by him in their election campaigns and their approach to issues.

This is what makes the November elections so important to the well-being and security of our union and our members. Our contracts, our right to bargain collectively with real strength to back us up, our union itself are at stake November 4.

A brief look at GOP-Reagan positions on key issues of recent years makes this clear. From 1965-79, if only Republicans were voting in Congress, not one major piece of worker-helping legislation would have been enacted. Much anti-worker, anti-union legislation would have become law.

On the basis of GOP Congressional voting performance:

- There would be no OSHA, the job safety law, under Reagan-GOP control.
- There would be no job-creating or job-training programs under Reagan-GOP control.
- There would be no food stamps for strikers—

we'd face strike-breaking by starvation—under Reagan-GOP control.

• There would be no Davis-Bacon law under Reagan-GOP control.

• There would be a national "right to work (for less)" law under Reagan-GOP control.

• Unions would be placed under anti-trust laws—weakening every single union in the country—under Reagan-GOP control.

• The minimum wage would be much lower—or there would be no minimum wage—under Reagan-GOP control.

• There would be no Medicare, no CETA, no Voting Rights Act under Reagan-GOP control.

• There would be no windfall profits tax on oil firms under Reagan-GOP control. There would be no national energy program, no protection for the public against the power and profits of big oil or other major corporations under Reagan-GOP control.

This is not a salvo of mere propaganda claims. On these issues and others of great importance to working people and their families, the 1965-79 record of GOP members of the U.S. House was, on average, 83 percent wrong, according to our union's official voting record; in the U.S. Senate 68 percent wrong.

On all of these issues, Ronald Reagan has been, and remains, in step with the worst right-wing GOP elements in Congress.

The conclusion that springs from these facts is alarming:

If Republicans gain control of the White House and the Congress as a result of November 4 voting, we will face a nightmare era of anti-worker, anti-people, anti-union legislation that will send us reeling back to Square One.

We can not afford this. We can not afford it as citizens. We can not afford it as workers. We can not afford it as a nation.

We can not afford Reagan-GOP control. It's that simple.

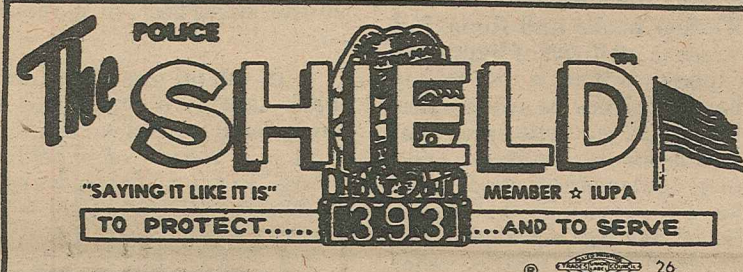
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**Vote For COPE-Endorsed Candidates**  
**For U.S. House And Senate.**

Toledo Police Political Action Committee  
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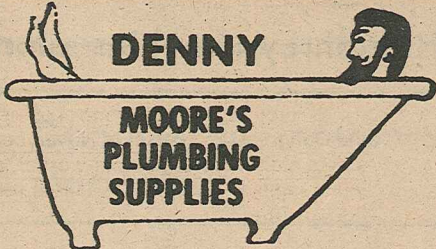


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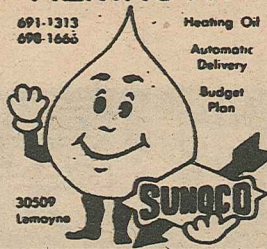


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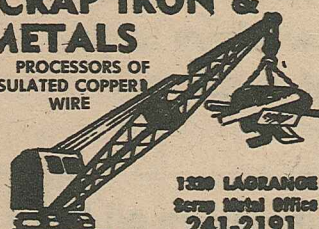
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# Where They Stand On Key

| ISSUE  | CARTER   |
|--|--|
| Job safety—OSHA  | Supports strong law, with extensive enforcement powers   |
| Compulsory open shop (right-to-work-for-less)  | Opposes; would sign bill to repeal state laws  |
| Anti-trust laws applied to unions (could weaken every union in the U.S.)                     | Would strongly resist any efforts to apply anti-trust laws to unions. Believes such laws never were intended to apply to unions. |
| Labor law reform (to protect the rights of workers to join unions free of employer pressure) | Proposed law, fought for congressional approval  |
| Windfall profits tax on oil firms  | Proposed tax, helped guide it to passage in Congress   |
| Davis-Bacon law  | Opposes any efforts to repeal or weaken existing law   |
| Public employe unions  | Supports collective bargaining rights for public employes  |
| Energy   | Proposes gas rationing, if needed, research for alternatives to oil funded by windfall profit tax                                |
| Full employment law  | Supported compromise Humphrey-Hawkins plan   |
| Food stamps for strikers and their families  | Supports program   |
| Minimum wage   | For regular, adequate increases  |
| Taxes  | Urges revision of tax structure to shift some of load off workers to corporations and wealthy individuals                        |
| Equal Rights Amendment   | Strongly for   |

# Vote CARTER For President



# Issues

## REAGAN

Would weaken or kill OSHA; poor record on job safety as governor

"I tend to support state right-to-work laws." Would sign national open shop law if passed by Congress.

"I've thought for some time unions should be bound, as business is, by the anti-trust laws."

Opposed. "I feel strongly (labor law reform) should be defeated."

Opposes any windfall tax, would repeal newly-enacted one

Supports weakening provisions leading to eventual repeal

Opposes collective bargaining rights for public employees

"We can have an energy abundance if we turn the energy industry loose and get government out of the way."

Opposes any federal full employment commitment

Opposes; by inference backs strike-breaking by starvation

Proposes repeal

Pushes plan which throws bone to workers, huge new tax breaks for corporations and wealthy individuals

Strongly against



## The ANDERSON Record

The third candidate, Rep. John Anderson, running as an independent, compiled a conservative record on worker and union issues in his 20 years in the U.S. House. On the official AFL-CIO scorecard, he voted 77 percent "wrong" on matters relating to jobs and union rights.

With the exception of the job safety law, which he consistently defended against attack, on gut matters for working people and their unions, Anderson has been in opposition—on efforts to create employment for the jobless, reform of the labor laws to protect the right to join a union, repeal of right-to-work-for-less laws, equal picketing rights for construction workers and protection of Davis-Bacon coverage, food stamps for striking workers and their families.

Anderson has said: "My heart is on the left, but my pocketbook is on the right." He voted his pocketbook for 20 years in the House.

Toledo Police Political Action Committee  
George Gerken - Chairman

# November 4





# Reagan and Accuracy—Total Strangers

Following are merely a handful of the truckload of factual foul-ups by Ronald Reagan, Republican presidential nominee.

Here's one of Reagan's better ones:

Americans can "have cheap gasoline again by lifting government restrictions" on the oil industry.

Even the oil industry turned green around the gills on that one. The last thing the industry has promised is ever again to provide cheap energy.

The industry is in the catbird seat and exploiting it to the hilt, as a trip to the gas

pump demonstrates. If oil leaders thought Reagan really meant what he said they'd bring back Norman Thomas or Gene Debs as presidential candidates and pour unlimited sums into their campaigns.

"History shows that when the taxes of a nation approach about 20 percent of the people's income, there begins to be a lack of respect for government. . . . When it reaches

25 percent, there comes an increase in lawlessness."—Reagan speaking in Connecticut.

Well, now, history and Reagan don't exactly agree.

Tax rates in most western European nations for a long time have exceeded 25 percent and traditionally are far higher than U.S. rates. But, these countries have lower crime rates than ours, which, according to Reagan logic, would translate into: The more taxes, the less lawlessness.

In a speech in South Bend, Ind., April 22, 1980, candidate Reagan said of COPE check-off of voluntary political contributions by union members: "This is something we have a right to look at if unions are trying to force industry to collect contributions for political committees."

Again, Reagan and accuracy are strangers.

The check-off for COPE is perfectly legal under the election laws. Furthermore, unions cannot "force" employers to collect such funds. Unions can, and do, try to negotiate check-off. They are automatically entitled to check-off if the corporation's PAC has such an arrangement for management personnel.

While he was at it, Reagan didn't breathe a word about corporate PAC's and their check-off, or about their incredible proliferation—or about sums of money the corporations will be contributing to candidates that far surpass what unions will be able to contribute.

Reagan: "It costs HEW (formerly Department of Health, Education and Welfare, now Department of Health and Human Services) three dollars in overhead to de-

liver one dollar to a needy person in this country."

Fact: Even in their wildest flights of fancy, other ultra-conservatives have never accused welfare programs of being that messed up. The fact is, it costs the agency 12 cents to deliver one dollar of welfare. (Reagan explains this one away by saying he's been clipping and filing items for years and sometimes he can't remember where they came from.)

Reagan: ". . . In the last three years, the federal government has increased by 131,000 of those (federal employees)."

Fact: In the three years January 1977-80 the number of federal government employees increased by 6,000. That's 125,000 fewer than Reagan's figure. Reagan claims he got his figure from a member of Congress but that he doesn't recall exactly who.

Reagan: Vietnam war veterans "are not eligible for the GI Bill of Rights with regard to education or anything."

Fact: Under current law, Vietnam war veterans may receive educational benefits for 10 years after separation from service and are eligible for government-subsidized home loans the rest of their lives.

Reagan: The minimum wage "has caused more misery and unemployment than anything since the Great Depression."

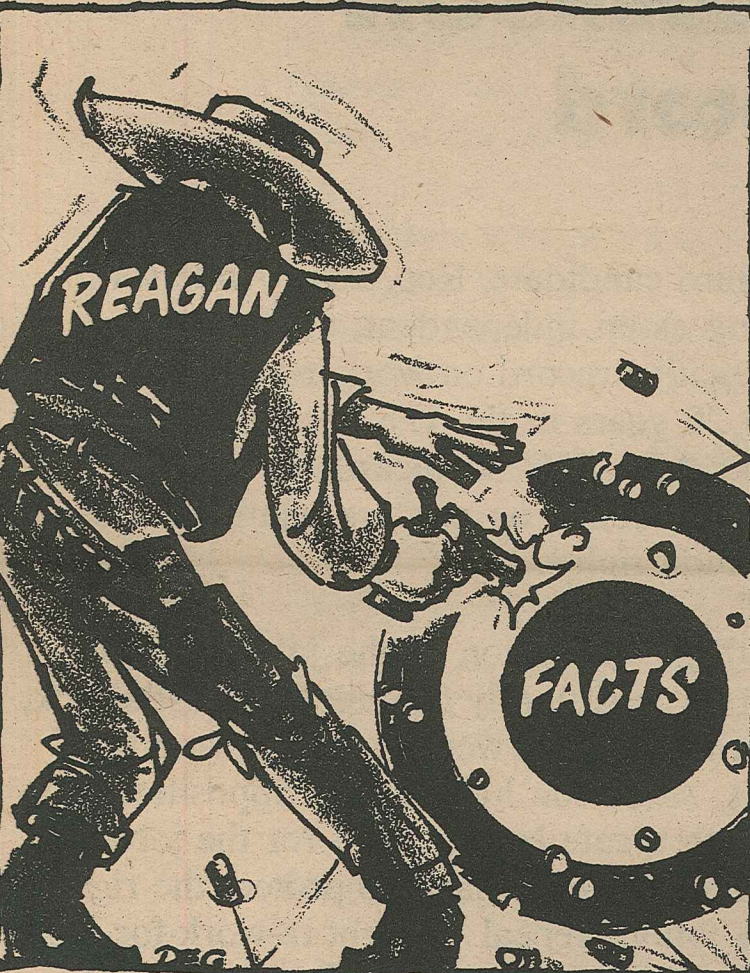
Fact: The minimum wage at least assures that millions of Americans working full time will get paid enough to subsist. Virtually every Secretary of Labor in the past 30 years—Democrat and Republican alike—has testified that the minimum wage does not create unemployment and is healthy for the economy.

Reagan: (On the American citizen's historic self reliance.) "When Chicago burned down they didn't declare it a disaster area. They just rebuilt it, the people of Chicago, and this is the kind of America we can have again."

Fact: According to Volume II of the authoritative account of the great fire, A. T. Andreas' "History of Chicago," on Oct. 10, 1871, the federal Secretary of War, Gen. William W. Belknap declared the Chicago fire to be a "national calamity." After the Chicago mayor gave absolute police authority to the U.S. Army under Lt. Gen. Philip H. Sheridan, at Sheridan's and Belknap's orders, federal rations, tents and other supplies began arriving from all over the country. According to Andreas, millions of dollars to aid the rebuilding of Chicago came from all over the U.S., from the federal government and from several foreign governments.

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## MERLE'S



## Letter to the Editor

(Continued from Page 2)

more comfortable by improving working conditions.

Put yourself in the place of any official who has been degraded, or even worse a member of his family, in a public area. How receptive would you be to approve funds for items to make the job more comfortable, possible, for the people who have humiliated you and your family? I think that even a person who is of the mental level to deface the elevator can guess the answer!

Remember, other people use this building. It has become a practice that whenever someone brings anyone, including members of their family, into this building they are too embarrassed to use the police elevator. Why? Because we are too ashamed to admit that we work with people who would stoop to such a low level of conduct.

All of us constantly cry out to be considered as professionals. Entering the police elevator shows everyone just how professional some of us have become. I think it is beyond the bounds of common decency to continue such behavior, and I'm signing my opinion.

Patrol Officer  
B. D. Klinck

## ANDY DOUGLAS A PUBLIC SERVANT FOR 19 YEARS

Andy Douglas has dedicated 19 years of his life to public service. He has been compassionate, articulate, fighting for the rights of the people. His finest quality? Being concerned about the people. Making sure they are represented, their questions answered, their problems solved.

## QUALIFIED

• A graduate of the University of Toledo College of Law, Andy has a Doctor of Jurisprudence Degree from the University of Toledo. He has been in private law practice for over 20 years as a partner in the firm of Winchester & Douglas.

• A former special council to the Attorney General of Ohio, Andy Douglas has been an incumbent Toledo City Councilman for nine consecutive terms.

• He is a member of the Toledo, Lucas County and the Ohio State Bar Associations; a member of Delta Theta Phi Legal Fraternity, and a member of various committees in the Toledo-Bar Association.

• Andy Douglas wants to continue his service to the people, combining 19 years of dedicated public service with over 20 years experience in the practice of law.

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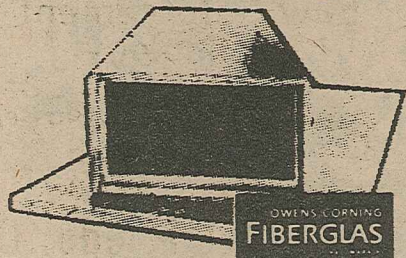
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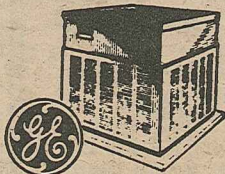
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# Kruising With Kendrick

(Continued from Page 1)

a chuckle, not a shudder. People are angry, and when they are angry they express their feelings in many different ways. What may be seemingly harmless scribbles on the elevator walls are only an indication of a much deeper frustration.

So what takes place inside the head and body? Stress builds up. It causes a multitude of sins inside the man and woman. Cardiovascular problems develop as a result of psychosomatic problems. Stored energy builds, nerves are frayed and finally, frustration takes a violent course. Some say that it is good therapy to write on the walls. Verbal ventilation relieves tension, as long as you don't ventilate on a citizen or a supervisor. And what of the other outlets, alcohol or drugs? What, drugs? Oh, sure you will agree that a few cops have a 'little drinking problem'. That my friend, is the same as a woman who is a little bit pregnant. O.K., you accept the fact that some policepersons have a drinking problem, but drugs? Never! I don't mean the street drugs, I mean the most abused drugs of all, the prescribed pills: Valium, Librium, and Percodan. The little pills that sustain such a large portion of our society and keep us going through it all.

It's not nice to tell stories on ourselves is it? It's not easy to admit that we as an organization have some pretty unique and serious problems. It's almost as bad as those people who stick their heads in the sand and admit that they do not see, therefore, they do not know. If we do not admit our problems and shortcomings, then how can we expect those at the top to do the same? This is a morale or an attitude problem. And morale and attitudes have never been lower. Can you remember when the guys came to roll call 30 to 60 minutes early so they could play cards? Or do you remember when the job was fun? If not, then you are not over 40. In those days, it was a very tight organization. A strong comradery prevailed among command and patrolman alike. From the top it was fair but firm, at the bottom it was respect and dedication.

But like all things, change takes place. The 60's saw individual protest, a strong will toward self and the question was one of a universal 'WHY.' The concept of Mom, apple pie, and the Flat was shouted by Do Your Own Thing. There was a change in the idea of discipline. It is now a young department with young ideas. But as the bottom changed to a young, progressive and educated group, the top was now the Old Corp, the staunch supporters

of standard conformation to the dictates of the Old School. We now have a generation and education gap. This would understandably lead to friction. But discipline is the keystone of our society and we must therefore maintain a compromise.

In last month's in-service training, we were given a crash course in Stress Management. It turned out to be a gripe session. Not all bad though. As the instructor stated, it gave the men a chance to air their problems. I certainly don't think he was quite prepared for the airing he received. In this 2 hour session, it was obvious there are many of us with pent-up emotions, hatreds, frustrations, and suppressed feelings that are waiting to take control. Looking around the room, one could see in the eyes of the officers a mixture of fear and anxiety. Paranoia is infectious and we are living in an epidemic.

The only conclusions that we can make after that session is that we are working with many who are "Walking Time Bombs." Problems at home, divorce, financial problems, job related situations all build up to not only cause stress related physical problems, but they also interfere with our work. Efficiency is lowered, response time is lengthened and the dangers incorporated in the job are heightened. According to Dr. Stephen A. Douglas, Ph.D., a consultant for the Columbus Police Department:

- The average life expectancy of a police officer (on a national average) is 58 years of age. This is compared to 65 years of age (on a national average) of the average American male.
- In the first 3 years on a department, the divorce rate (nationally) is 85%.
- The leading cause of death in police officers is cardiovascular related problems.
- Suicide is number 2.
- He found that 90% of police officers (on a national average) would welcome some form of mental or emotional therapy.

If these figures and percentages seem a bit high or just a little frightening, look around

you. We are surely not going to point fingers or name names. We all know ourselves, our weaknesses, and our strengths. Ask yourself if you would welcome some type of counseling. But it is hard for a "macho" band of men to admit this. We are told from the cradle to be 'good soldiers', and good soldiers don't cry. "Bully-up, lads, we've got a war to win" may have sounded good in the colonial British Army as the troops marched into battle. But ours is a 24 hour battle. We can't escape our responsibilities, we can't hide our identities from our friends and neighbors. In fact, we just can't let go.

If you are listening up there, hear this. With all of the civil liabilities incurred by police officers over the past decade, it would behoove the city to take a very hard look at the men they have trained, nurtured, and prepared for combat on the street. And that is just what we are, combat soldiers. We are that last ditch defense against anarchy. We will keep

the poor and the oppressed at bay while the system tries to redeem itself. And if the system fails and the middle class rises, we will be the front runners. The problems that developed in Chicago during the Democratic convention were not the result of a hippie revolt. It was in fact a Police Riot. It was a totally committed, combined effort of organized frustrations.

If you can hear this way up there, 'listen', don't just hear; 'See' just don't look. There are rumblings down below. Act before these rumblings get out of control. Listen, listen to those pleas for help. Don't solve a problem with a suspension or fire a man when things are out of control. It is easy to bury your problems, to look the other way and forget it happened. And don't for one minute think that it is a problem that can be solved with money. Uncle Sam has

been bailing himself out with a check book for years. It is not a money issue! It is a people problem. And only people can solve people problems.

We have one of the finest police departments in the country. We are efficient at our job, our leaders are efficient at planning and organizing. The flaw is that they may be police professionals, but they lack in the area of people management. Call him a supervisor or a sergeant or whatever, but give him or her the training in how to handle people problems. To see, to listen and to recommend. Don't be the good guy and turn the other way. If a problem is evident, call for help. Let's just hope that those at the top will hear and respond positively to a very serious problem.

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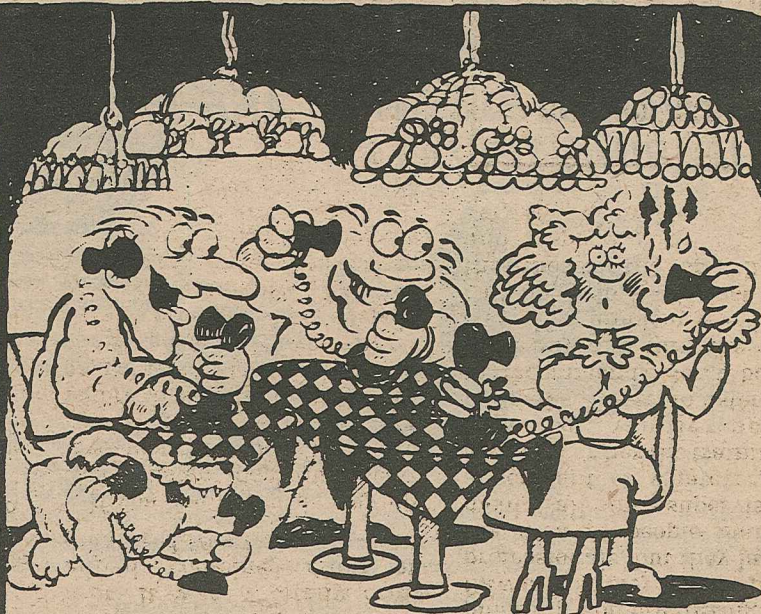
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