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TOLEDO, OHIO

OCTOBER 1978

A REBUTTAL

September 25, 1978

Mr. Elmer A. Dunaway,
President
Fraternal Order of Police
41 South High Street
Columbus, Ohio 43215

Dear President Dunaway:

I am in receipt of the September edition of what I presume to be the official publication of the State Fraternal Order of Police of Ohio in which you raise several points relative to our pending affiliation with the AFL-CIO, which are untrue.

While it is not our intention to justify our affiliation to the FOP, I believe that a response should be made since you took it upon yourself to condemn us. It is your responsibility as the President of the FOP to give us equal time in your publication to "set the record straight."

You stated that the AFL-CIO is not a police orientated group and is not dedicated to the rights and benefits of police officers. I sincerely doubt that the police officers of Memphis, Phoenix, Ft. Wayne, Wichita, Glynn County, Georgia or P.G. County, Maryland share your views. Even though these departments are not affiliated with the AFL-CIO at this time, they have received 100 percent support from organized labor in their areas to gain recognition, to seek collective bargaining, to better their working conditions and increase their pay. In the past, the AFL-CIO has not been a police orientated group only because no national organization has ever attempted to affiliate with organized labor until this time.

You go on to mention how President Meany took a stand on busing and his support of the Supreme Court decision places police officers in the middle. The U.S. Supreme Court has been putting police officers in the middle for the past 10 years with decisions such as the Fair Labor Standards Act and capital punishment, to name a few.

You reported that the AFL-CIO supported the inclusion of

(Cont. on Page 8)



Can You Believe Your Eyes?

As was reported in the September issue of the Shield a special thanks went out to all the officers who assisted in putting on the Fishing Rodeo at Walden Pond. It was also reported that Harry "Skip" Thoman gave his all in the display of his cruiser. As could be seen by the picture in the Shield, Patrolman Thoman's vehicle could be considered the pride of the fleet. That patrol vehicle had just been put in service several months earlier as a replacement for a cruiser that had been demolished in an accident.

Then on October 5th at approximately 10:20 p.m. that vehicle and its driver, Patrolman Thoman, met with tragedy. A civilian vehicle east-

bound on Heatherdowns boulevard made a left turn in front of Ptlmn Thoman's cruiser which was westbound on Heatherdowns Boulevard. The results of the ensuing crash can be seen by the photographs, thus the beginning and the end of Car #489.

As of this writing of this article Patrolman Thoman is recuperating from the crash but is still unable to recall any details clearly. From the looks of the photos and the condition of the vehicle the members of the Toledo Police Division and also the citizens of Toledo should be glad we lost only the cruiser and not the driver. Hope to see you back on the street soon Skip.

An Open Letter To Civil Service

October 24, 1978

Civil Service Commission
1100 Jackson
Toledo, Ohio 43624

Dear Sirs:

I would like to register my disgust with both the content of the recent Sergeant's exam and the rude treatment of the people taking the test, particularly the 7:30 a.m. test.

Upon entering the building at 7:15 a.m., I walked past the table in search of a restroom. I was stopped by one of the Civil Service workers and told to get back on the other side of the table. I tried to explain to him

that I was merely going to the restroom. He stated, "That's too bad, you will have to go out in the parking lot." So out in the parking lot, myself and four others went to relieve ourselves.

A Captain and Deputy Chief took the first part of the test with us and were allowed to smoke without any censure. However, when several officers lit up, AFTER TAKING THE TEST, their cigarettes were confiscated.

The announcement for the test stated three books would be used. Of the two hundred

(Cont. on Page 8)

Safety Building Renovation

By Bruce Klinch
Planning & Research Unit

The City of Toledo received a grant from the Federal Economic Development Administration (EDA) in the amount of \$3,000,000 to remodel the Safety Building. The need to remodel the building is obvious to anyone who works in it, or has had occasion to enter and conduct business at one of the City offices.

Over the years as the Police Division grew in strength the building did not allow additional space inside to expand and accommodate the growing number of employees. The result of this situation, as it worsened over the years, was best stated in a letter addressed to the Chief of Police from "The National Clearinghouse For Criminal Justice Architecture."

"Touring the building again, we were doubly distressed by the abominable environment. Of over 200 departments we assist nationwide, only one that we could name has a more degrading facility. Besides alienating the public, the building says to your staff, line officer, and manager alike, 'Your job is unimportant and you are insignificant!' The present police layout within the Safety Building is an abomination! It's a credit to the police staff that they continue to function as well as they do in such overcrowded dangerous, and disorganized space. The situation calls for an immediate solution to the way the public is MISTreated as they seek police service."

Upon completion of the present renovation project, which should be accomplished in approximately two years, the Police Division will be able to vastly improve the working conditions for its employees. The remodeled areas will allow implementation of space to improve overall efficiency in the services provided to the citizens who come to the building.

When the project is completed the building will be laid out as follows:

The Basement

Police Property Room
Police Armory

Traffic Bureau Field Operations and Traffic Statistics
Community Relations Section

Crime Prevention Section
Gun Control Office
City Print Shop
Canteen

First Floor (North Half)

City Council Chambers and all related City offices

First Floor (South Half)

Desk Sergeant
Field Operations Shift Captain and Lieutenant's Offices
Rollcall Assembly Room
Hit Skip Investigation Unit
Accident Investigation Unit
Press Room

Second Floor

Adult Investigations Section
Juvenile Investigations Sections

Crime Laboratory
Criminal and Traffic Records Section

Intelligence Unit
Sexual Assault Unit
Police Tab Room
Police Expediter Personnel
Police Word Processing Center

Police Identification Section

Third Floor (All City Offices, No Police Functions)

City Managers Office
Mayors Office
Purchasing and Supplies Division
Management Services Office
Finance Department and all related offices

Fourth Floor

Office Of the Chief of Police
Deputy Chiefs of Police Offices

Personnel Unit
Police Fiscal Affairs Office
Inspections Unit
Internal Affairs Section
Planning & Research Unit

Fifth Floor

Male and Female Police Officers' Locker Rooms

On the second floor the criminal and traffic records have been consolidated into one

(Cont. on Page 3)



From The President

I would like to take this opportunity to express my appreciation to the stewards who have served faithfully in the past and to those who will be serving in the future. The Steward election ran smoothly and generated much interest which is a healthy sign. October 24th, a Training Seminar was presented by Ohio State University at the Scott Park District Station, for all the Stewards. Hopefully, the session provided some valuable insight on how to handle their duties.

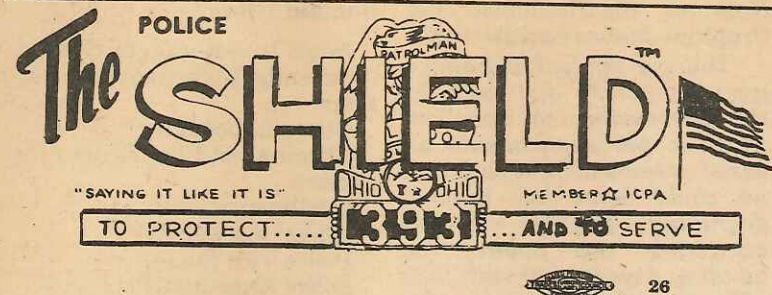
Elsewhere in this issue, you'll find our endorsements for this November's election. A great deal of time was spent by your Political Action Committee in the screening of candidates in determining who would serve in your best interest in their respective offices. In order to make our endorsements meaningful, please take a minute of your time and vote — it might make the difference.

It doesn't take much imagination to see what the Administration is attempting to do these days with all their "horror stories" and tales of lay-offs and service curtailments due to the city's financial difficulties. Strange, that these problems aren't discussed when the same people are campaigning for re-election. Well, I'm afraid it's not going to work this time. As long as we can document the city's ability to pay, we'll demand the much deserved and long over-due pay increase. It looks as though the Administration is forcing a confrontation next summer that will make all parties look bad.

It's a shame that the Administration should stoop to such low tactics such as lay-off proposals and cut-backs designed to cause dissension among the various unions and making everyone look greedy when we ask for a legitimate pay increase. Because we are City employees, it doesn't mean that we don't have to shop for food or pay sky-rocketing utilities bills, just like everyone else. We all know that there's not a union in America that would even consider pay increases such as the last forced upon us, i.e., 1%, 1½% and 2% for a 3 year contract. In the end, we will need the support of each and every officer if we're going to achieve any level of success in negotiations.

There's no doubt in my mind that the singling out of various groups for lay-offs and not others and the singling out of just fire

(Cont. on Page 3)



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Toledo Police Patrolmen's Association: President, Gary Dunn; 1st Vice President, George Gerken; 2nd Vice President, David Gray; Recording Secretary, Roger Reese; Financial Secretary, Mike Goetz; Treasurer, Ron Scanlon; St. at Arms, Bill Dunn.

Trustees: Thomas Babcock, Sharon Farris, Larry Knannlein, Ed Liwo, Richard Murphy, Tom Owens, Tom Roth, and David Willier.

Attorneys: Michael D. Dorf, Charles Stupsker

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Union Stewards Election

By Dave Gray

Working in compliance with the new Union By-Laws, which require the position of Union Steward to be an elected one, and coincide with the two-year term of the Union President, the first Stewards Election was held on October 16th and 17th.

I want to Thank Tom Babcock, Dick Murphy, George Gerken, Tom Owens and Bob Bee for assisting me with the Election for their help made everything come off without a problem. The following is a list of the newly elected Stewards.

Captain Posadny
(Scott Park)
Ron Bush
Bill Schaub
Lou Vasquez

Captain Bombrys
Lyman Elliott
Robert Leiter

Captain Burnside
Tom Flannagan
Daryl Rybarczyk

Captain Patterson
Jerry Hughes
Dan Baz

Vice-Metro
Pat Gladieux

Community Relations
Joe Clear

Communications
John Annesser
Richard Lloyd
Richard Fisher

Investigative Services (Adult)
Don Masztak
William Mosley
Bob Poiry

Juvenile
Barbara Zuelke
Andy Zsigray
Bob Morrissey

Traffic
Richard Orlowski

Records
Howard Harris

Deadline For November Issue Is November 10

Prediction of Workers' Compensation Protection and City of Toledo Employees

By MICHAEL D. DORF, Attorney

The City of Toledo has been faced with the same problems all major cities in the United States have been faced with which is too many increasing expenses and not enough money. It is my understanding that virtually all three thousand employees of the City of Toledo receive an automatic annual cost of living raise which is not a real raise but merely a way to allow employees to keep even. In fact, when we consider the greater tax bite by the federal government, it may actually result in less money for single taxpayers and married taxpayers with double incomes.

Coupled with these raises for the employees are greater Blue Cross expenses, more expensive equipment, more expensive heat bills and an incredible raise in the city's phone bills.

There are few expenses the City of Toledo can control. The Toledo Municipal Code Section 6-5-12.5, Injury Pay, provides that injured employees of the City who are off due to an on-the-job injury shall be paid their wages up to sixty days if the injury or disability prevents such person from following his usual duties.

Now the problem in my opinion occurs when the disability exceeds sixty days. When the

disability exceeds sixty days, the Director of Personnel and Labor Relations on application therefor and proof of continued disability, may extend the period during which such person is carried on the regular payroll. The length of such extended period shall not exceed one year.

I think the City in its attempt to keep all controllable expenses down will require many of its employees to rely on Workers' Compensation benefits after sixty days. I think the City will contact the employee, offer him or her light duty, and if light duty is refused by the injured employee, explain to said employee that he or she must rely on Workers' Compensation benefits. These benefits are now \$216.00 per week or 2/3's of your average weekly wage whichever is less and it is my opinion that all Toledo police officers would qualify for the maximum of \$216.00 per week. After January 1, 1979, there will be a raise in Workers' Compensation benefits to approximately \$225.00 per week. The weekly rate of Workers' Compensation benefits is based on the statewide average weekly salary of all state employees and this figure will not be known or published until early next year.

Lastly, I do not want to state categorically that every injured police officer will automatically

(Cont. on Page 3)

AFL-CIO Weighs Affiliation Bid By National Police Union

Reprinted from M.E.S.A. Educator, Oct. Issue

WASHINGTON — A national police union may become the newest affiliate of the AFL-CIO.

The union is a loose association of police benevolent and fraternal associations in 24 states, Canada, the District of Columbia and the Panama Canal Zone. The national group, the International Conference of Police Associations, claims to represent more than 200,000 law enforcement officers.

Favorable Consideration

The ICPA approached the AFL-CIO in May to ask what the labor federation's response would be to a request for affiliation. Federation officials checked with several affiliates with police members, sources said, and reported that the ICPA's request would be considered "favorably."

One of the conditions set on the ICPA was that the group take a formal convention vote calling for affiliation. That vote was taken in July, and the motion was narrowly approved.

Added Boost

Affiliation got an added boost in August when the AFL-CIO Executive Council, with the official affiliation request in hand, empowered AFL-CIO President George Meany to appoint a three-man committee to further study the question and work with the ICPA.

The committee consists of Paul Hall, president of the Seafarers; W. Howard McClenan, president of the Fire Fighters and the AFL-CIO's Public Employee Department, and Jerry Wurf, president of the State, County and Municipal Employees.

One source said the committee was sure to recommend affiliation if ICPA could meet the AFL-CIO dues structure of 16 cents per union member per month. The ICPA was expected to convene a special convention this fall to work out the dues question, the source said. If the dues issue is resolved, the source said, an AFL-CIO charter would be granted the ICPA at either the Federation's Executive Council meeting in October or next February.

ICPA dues not are \$3 per member per year.

Composed of Many Groups

Local groups affiliated with the ICPA range from the New York City Police Benevolent Association and the Vermont State Troopers to the Compton, Calif., Police Officers Association. One of the groups is the Memphis, Tenn., Police Association, most of whose members struck this summer in a wage dispute and won the support of the Memphis AFL-CIO.

(Cont. on Page 3)

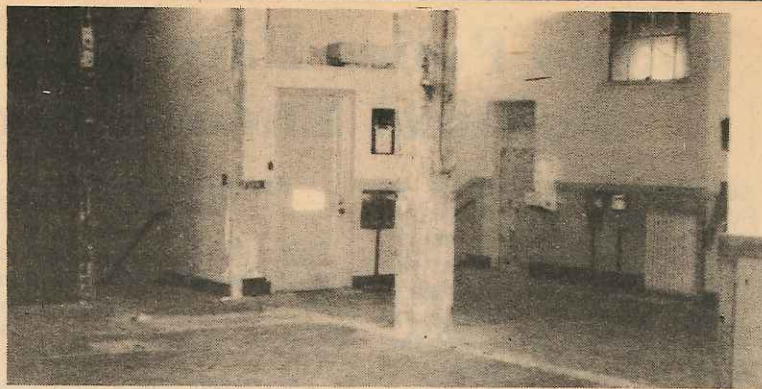
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Renovation
 (Cont. from Page 1)
 location. This will allow the public to come to this one location to obtain copies or information concerning any police report taken. The payment of Parking Tickets will be handled at this location. Even with the increased space being provided to the Police Division it was not possible to locate all police functions in the Safety Building, and several of the units and sections who did will be working in space which is inadequate in size for the number of personnel involved.

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The area of the old sergeants desk looks bare now.

President's Desk
 (Cont. from Page 2)
 and not police for a new class is an attempt to disrupt the coalition formed by all city employees (U.C.O.M.E.) Any in-fighting would certainly be a feather in the Administration's cap. I would like to see how much the already top-heavy Administrative Staffs have grown in the past 10 years compared to the number of the work forces. Any bets?

Until next month, remember, the next scrote you stop might not want to be in your quota and may decide to cancel your ticket!

Affiliation Bid
 (Cont. from Page 2)
 Other large membership blocks include associations in Hartford, Conn.; Miami, Fla.; Chicago; Fort Wayne, Ind.; New Orleans; Detroit; Duluth and Minneapolis, Minn.; Las Vegas, Nev.; Jersey City and Newark, N.J.; Albuquerque, N.M.; New York City Transit Police; Cleveland and Toledo, Ohio; Seattle, Wash., and Milwaukee, Wis.

Few of the local associations have collective bargaining agreements with their governmental employers. In many cases, police officers hold membership in more than one group within a given jurisdiction.

Some Police in AFL-CIO
 Several other AFL-CIO affiliates list some police among their members, including the State, County and Municipal Employees and the Service Employees. Officials of both unions said they had no objections to granting a charter to ICPA, although AFSCME in 1970 had vetoed an attempt by another police organization to affiliate.

One of the reasons for the 1970 veto, an AFSCME official said, was "philosophical" — police and workers often found themselves in direct confrontation during strike situations.

Sees No Strain
 But, another union official said, "while there is a potential for conflict, conflict already exists" in many strike situations where, for a variety of reasons, one union may cross another union's picket line.

"I don't see any greater strain (with police being AFL-CIO members) than what we presently have in this non-monolithic movement," the unionist said.

Prediction
 (Cont. from Page 2)
 be dropped from the payroll on the sixty-first day he or she is off work due to an industrial injury. According to the law, this decision rests entirely with the Director of Personnel and Labor Relations and I am sure he will study each case separately. But I have received several phone calls from police officers who have been dropped from the

payroll and were told by the Personnel Office of the City of Toledo that they must now rely on the reduced Workers' Compensation benefits if they could get them. Obviously, the police officers who are receiving their money regularly while they are off work do not contact me.

My suggestion is that every policeman, because it is such a high-risk profession and because every policeman is required to be on duty one hundred percent of the time, should consider purchasing disability insurance with a sixty day exclusionary clause which would serve as adequate protection in those cases where after sixty days the Director of Personnel and Labor Relations takes the injured police officer off the payroll.


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Toledo Police Patrolman's Association Political Endorsement Section

Once again the T.P.P.A. is endorsing candidates for those elections in November. The Political Action Committee has selected those candidates which will best serve your interests as a police officer and as a citizen of our fair city. The committee has worked diligently over the last four months sending out questionnaires and interviewing candidates. At this time we urge you and the

members of your family to support these candidates in their bid for election. The results of the election in November will directly affect your future as a public employee. Collective Bargaining is just around the corner if the right atmosphere exists and the right candidates are elected.

**MAKE YOUR VOICE
COUNT . . . VOTE!!!!!!**

★★★★★★★★

GOVERNOR
Richard F. Celeste

LT. GOVERNOR
Michael J. Dorrian

REPRESENTATIVE TO U.S. CONGRESS
Ninth District
Thomas Ashley

REPRESENTATIVE TO U.S. CONGRESS
Fifth District
James R. Sherck

STATE SENATOR
District 1
Roland Hansen

STATE SENATOR
District 11
Marigene Valiquette

STATE REPRESENTATIVE
District 45
Casey Jones

STATE REPRESENTATIVE
District 46
Arthur Wilkowski

STATE REPRESENTATIVE
District 47
Barney Quilter

COUNTY COMMISSIONER
Ray Kest

COUNTY AUDITOR
Dan McNamara

JUDGE OF THE COURT OF COMMON PLEAS
George M. Glasser

JUDGE OF THE COURT OF COMMON PLEAS
Probate Division
Willis E. Ludeman

JUDGE OF THE COURT OF COMMON PLEAS
Domestic Relations Division
June Rose Galvin

JUDGE OF THE COURT OF COMMON PLEAS
Peter M. Handwork

JUDGE OF THE COURT OF COMMON PLEAS
Domestic Relations Division
Frederick J. Fadell

Richard F. Celeste
Governor

"Let's Take Charge of Our Future" is the message that Dick Celeste is taking to the people of Ohio in 1978 — working responsibly with its citizens to help them shape and take control of their lives. Ohioans no longer want a Governor that allows the state to bounce from crisis to crisis affecting their energy lifelines, their schools, and their employment.

At 40, Dick Celeste, a native of Lakewood, Ohio, has a history of commitment to public service — as a former officer in the Peace Corps, as Executive Assistant to Ambassador to India Chester Bowles, as a two-term legislator from Cleveland, and presently as Lieutenant Governor. Dick is committed to providing "take charge" leadership that will aggressively move Ohio into the 1980's.

A graduate of Yale University, Dick met his wife, Dagmar, a student from Vienna, Austria, while he was studying at Oxford University in England. Dick and Dagmar are presently living in Delaware, Ohio, with their six children: Eric, Christopher, Gabrielle, Noelle, Natalie, and Stephen.

★★★

Michael J. Dorrian
Lt. Governor

Michael J. Dorrian's business background and equally strong commitment to public service make him a perfect partner in this Democratic gubernatorial team. His experience as a small businessman in the home building business, accompanied by his five years of experience in city government under Columbus Mayor M. E. Sensenbrenner and ten years of elected office as Franklin County Commissioner, will allow Mike to easily assume his new role as Chairman of the Commission on State and Local Government when elected Lieutenant Governor.

Michael Dorrian, 47, was born in Wheeling, West Virginia, and moved to Columbus at the age of 7. He is a graduate of Holy Family High School and attended Franklin University and Ohio State University. Dorrian also served with the U.S. Army in Germany from 1951 to 1953.

Mike is married and lives in Columbus with his wife, Mary,

and four children: Anne, a student at Kent State University; Beth, a student at the University of Dayton; Michael, attending Watterson High School; and Joseph, attending St. Timothy's School.

★★★

Thomas Ludlow Ashley

Congressman Thomas Ludlow Ashley is currently serving in his 12th term as a Member of the United States House of Representatives. The Toledo, Ohio Democrat, known simply as "Lud" to veteran Washington hands and 9th District constituents alike, is widely regarded by his colleagues as being both a serious student and a highly skilled practitioner of the legislative process.

Congressman Ashley presently serves as the ranking member of both the House Banking, Finance and Urban Affairs Committee, and the Merchant Marine and Fisheries Committee. He also serves as a senior member of the House Budget Committee, a position he has held since the inception of the Committee. As a member of the House Banking Committee, the Congressman has chaired the critical Subcommittee on Housing and Community Development for the past two years. In previous years, he has also chaired the Subcommittees on Economic Stabilization (1975-1976) and International Trade (1967-1974), and the Ad Hoc Subcommittee on Urban Growth (1969-1970).

In addition to these duties, Mr. Ashley was also appointed to serve in President Ford's Economic Summit in 1974. And he has previously served as Vice Chairman of both the Democratic Study Group and of the Democratic Steering Committee. He presently serves as an Assistant Majority Whip.

Mr. Ashley was born and raised in the Toledo area, attending local public schools as a boy. He was graduated from Kent School in Connecticut, then served with the armed forces in the Pacific Theater of Operations during World War II. Following his discharge, he resumed studies at Yale University, receiving his B.A. degree in 1948. While working for the City of Toledo after graduation from Yale, he attended night law classes at the University of

Toledo, then transferred, and was graduated from the Ohio State University Law School in 1951. He practiced law briefly in the Toledo area prior to accepting a position as Assistant Director of Special Projects for Radio Free Europe in New York City. In 1954 he resigned from Radio Free Europe in New York urging of many Toledoans, entered the race for the 84th Congress from the Ninth District of Ohio. Though initially regarded as an underdog in that race, he won, defeating both the incumbent, an Independent, and a Republican challenger. He has been reelected to each subsequent Congress, and has now held the Ninth District seat longer than anyone else in the District's history.

Mr. Ashley is married to the former Kathleen Lucey, a graduate of Georgetown University Law School. They both have frequent occasion to call upon their jurisprudential backgrounds in raising their two active boys, Meredith (age 6) and Mark (age 4).

★★★

Jim Sherck

Candidate for Congress - 5th Dist., Fremont City Prosecutor. Graduate of Bowling Green University and the University of Toledo Law School.

★★★

Roland L. Hansen

Democratic Candidate
State Senate District

An administrator with the Toledo Health and Retiree Center, Roland Hansen is seeking elective office for the first time and is endorsed by the Democratic Party. A lifelong resident of Toledo, 30 years old, married and the father of three children, Mr. Hansen lives at 4844 Harvest Lane. He is a 1965 graduate of Whitmer Senior High School and a 1969 graduate of the University of Toledo.

He is the chairman of the Lucas County Citizens Welfare Advisory Board, immediate past chairman of the West Toledo Area Citizens Association, immediate past treasurer of the Toledo Central Citizens Participation Forum; member of Old Newsboys Goodfellow Association, Toledo Neighborhood Housing Services, Community Planning Council of Northwestern Ohio, Lucas County Young Democrats Club, Ten Mile Creek Democratic Club, and president of the West Toledo Democratic Club.

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Casey Jones

Incumbent State Representative - Dist. #45. Seeking his 6th term. Chairman of Inter-State Cooperation Committee and National Governing Board of the Council of State Government.

★★★

Arthur Wilkowski

Incumbent State Representative - Dist. #46. Seeking his 5th term. Sponsor of Ohio Rail Transportation Authority Bill.

★★★

Barney Quilter

Incumbent State Representative - Dist. #47. Speaker Pro Tem of the Ohio House of Representatives. Seeking his 7th term. Member of Rules Committee.

★★★

Ray Thomas Kest

Born: December 13, 1949.

Marital Status: Married, one child. Educational background: E. L. Bowsher High School, Toledo, Ohio. Graduated: June, 1967. Miami University, Oxford, Ohio. September 1967 to April, 1968. University of Toledo, Toledo, Ohio. Graduated: August, 1971, BBA. Major: Business Administration. Minor: History & Political Science. University of Toledo, College of Law, Toledo, Ohio. September, 1971 to December, 1972. University of Toledo, Graduate School of Business, Toledo, Ohio. Graduated: June, 1978 MBA. Major: Finance.

His present activities include: University of Toledo Alumni Association; Old Newsboys;

Regional Planning Unit - Crime Prevention Task Force; Executive Committee - Toledo Metropolitan Area Council of Governments (T.M.A.C.O.G.); Board of Trustees - Northwest Ohio Kidney Foundation; Toledo Economic Planning Council; Lucas County Improvement Committee; Member - Various Democratic Clubs; Executive Committee of Democratic Party; Vice Chairman - Toledo City Council's Finance Committee.

The various political offices he has been elected to: 1975 - Elected to Toledo City Council; 1976 - Elected as Delegate to Democratic National Convention; 1977 - Elected to Toledo City Council.

Honorariums and awards received: Blue Key Men's Honor Society; Beta Gamma Sigma, National Business Honorary; Phi Alpha Theta, National History Honorary; Pi Gamma Mu, National Social Science Honorary; Who's Who in American Colleges and Universities - 1969-1970 Edition and 1970-1971 Edition; National Student Register, 1969-1970 Edition and 1970-1971 Edition; Junior Business Pacemaker - Awarded to Outstanding Junior in College of Business by the College of Business Administration Alumni Association; Senior Business Pacemaker - Awarded to the Outstanding Senior based on the same as above.

★★★

Dan McNamara Auditor

Toledo City Councilman, Member of the Finance Committee and the City Services Committee.

Chairman, City of Toledo Energy Conservation Task Force.

University of Toledo graduate, Masters degree in Government.

Downtown Kiwanis Board of Directors, West Toledo YMCA

Board of Directors, American Legion, Old Newsboys, Knights of Columbus, Common Cause.

Native of Toledo, member of Christ the King parish, Toledo Board of Realtors.

★★★

Judge Glasser

EDUCATION

Scott High School
University of Toledo, B.A. Degree
University of Toledo Law School
National Judicial College

EXPERIENCE

More than 14 years (Lucas County Common Pleas Court - Toledo Municipal Court) Judge.

Served as Presiding Judge Toledo Municipal Court.

Served as Administrative Judge Lucas County Common Pleas Court.

EXCELLENCE AND SERVICE

Ohio Supreme Court Criminal Rules Advisory Committee.

Chairman, Ohio Judicial Conference Committee on Criminal Law & Procedure.

Ohio Supreme Court Awards for Excellent & Outstanding Judicial Service for Current Docket.

Involved in many Civic and Religious Organizations.

★★★

Judge Ludeman

EDUCATION

Libbey High School
University of Toledo
Ohio State University Law School

EXPERIENCE

15 years as Judge of Lucas County Probate Court.

25 years as practicing attorney in Lucas County.

Supreme Court awards for Outstanding Judicial Service for keeping Probate Court Docket current.

COMMUNITY CONCERNS

Lucas County Boards of Mental Health and Mental Retardation.

Toledo Metropolitan Housing Authority appointment.

Toledo Metropolitan Park Board appointments.

Member Indiana Y.M.C.A.

Salvation Army Board

Goodwill Industries, former Board Member

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Old Newsboys Past President

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Judge June Rose Galvin

Served as Judge of Domestic Relations Court since election in 1976. 2 terms on Toledo City Council. 12 years as practicing attorney in Lucas County.

★★★

Judge Peter M. Handwork

Served the Court of Common Pleas since his appointment in January, 1977. Served 4 years as an Assistant United States District Attorney. Practicing Attorney in Lucas County.

★★★

Fred Fadell

Candidate for Judge - Court of Common Pleas, Domestic Relations Division. Graduate of University of Toledo Law School and B.A. Degree from Toledo University. Formerly Assistant County Prosecutor and Interim Director of Lucas County Welfare Department. Practicing Attorney for 18 years. Member of Ohio and Toledo Bar Associations and Citizens Advisory Committee to City of Toledo Fire Department.

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Union Meeting Report

By Roger Reese

At the September monthly meeting there were several new faces and also a few faces who haven't been around recently. I would like to take this time to acknowledge the new faces: Richard Lloyd, John Morse, David Holt, James Mutchler, Howard "Red" Harris, and Ollie Zielinski. I would like to say welcome back to Chet Wolf and Glenn Hammer. By the way, ask Ollie Zielinski who won the whisky bottle at the meeting?

Seeing new faces and those who haven't attended for some time means the word is getting around about getting involved and finding out first hand what is going on. For those members who haven't been attending the meetings, why not come to the meeting and find out what's going on in person.

As I previously stated several months ago, the meetings are usually over by 9:30 P.M. and there are refreshments afterwards. See you at the next meeting!

At the September monthly meeting I announced there were

openings in some of the Standing Committees. If any officer is interested in any of the following Committees, contact the chairman or drop a note in the T.P.P.A. box: **FINANCE COMMITTEE** — Ron Scanlon chairman, **BY-LAWS** — Tom Owens chairman, **ENTERTAINMENT** — Tom Babcock chairman, **UNIFORM** — Sharon Farris chairman, **MEDICAL** — Tom Roth chairman, **EDITORIAL** — David Smith chairman, **SAFETY** — Gerry Heineman chairman, and **PENSION COMMITTEE** no chairman yet.

We need some active members to volunteer their services and get involved!

WHISKEY RAFFLE WINNER
Ollie Zielinski
Communications

MONEY RAFFLE LOSER
Gerald Stowell
Records Section

MONEY RAFFLE TOTAL NOW AT \$20.00

Grievance Committee

By Dave Gray

On October 16th, the Grievance Committee met for their monthly meeting to hash out some of the problems on the various shifts. Present were chief steward Joe Clear, Duke Rybarczyk, Bill Gray, Gene Marcinak, Pat Gladieux, Bill Schaub, Jeep Materni, John Annesser, Ron Bush, Red Harris, Tom Flannigan, Lyman Elliott, Don Masztak, Rick Orlovski, and Dan Baz.

Some of the things discussed were in the progress election of Union Stewards of course, a standarization of vacation draw of the various shifts within bureaus, access of the stewards to the T.P.P.A. box by the desk, and whatever happened to the Sergeant who lost the tear gas gun at the Scott Park station?

Thru the efforts of George Gerken, an 8 hour training school has been set up and will be given on October 24th at Scott Park for all Union Stewards. The program is put together by Ohio State University and will deal with areas of Labor problems and grievances.

Grievance Status

Date Filed: 5/15/78, Officer Spetz, subject: Acting Time, Status: Set for arbitration on October 24th.

Date filed: 6/8/78 Officer Fodor, Subject: Funeral Pay, Status: Set for arbitration on October 24th.

Date filed: 9/12/78 Officer Knannlein, Subject: Acting Time, Status: To Chief with a Waiver of time limit pending the results of the Spetz arbitration.

Date filed: 9/25/78 Officer Lumbrezer, Subject: Overtime request denied, Status: Grievance not filed within time limits.

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By Laws Committee

By Tom Owens

The By Laws Committee has just completed revising the constitution and the by laws of the T.P.P.A. This is the first major revision since November, 1970. The revisions will be discussed and voted on at the regular meeting in October.

The committee was chaired by Tom Owens and consisted of Bill Dunn, Mike Goetz and Ed Liwo.

Major areas of change recommended were in the areas of election of all stewards to a two year term, and appointment of trustees by the president to a

two year term instead of an indefinite period.

In addition we recommended that effective 1-1-79 an initiation fee of \$25.00 for new members be instituted. Also beginning on 1-1-79 any member who is more than three months in arrears in dues shall be deemed suspended from the organization and shall not be reinstated until all dues and assessments in arrears and a reinstatement fee of two percent of the current monthly base pay are paid.

Financial Secretary's Report

By Mike Goetz

This officer's report will stray a little bit from the usual report of who is not a member of the T.P.P.A. This report is going to congratulate those members who have just recently signed up to the rolls of the union. Since the May issue of the Shield the following officers have taken it upon themselves to become an active part of their bargaining agent, they are as follows: Becky Best, Robert Huebner, Frank Kasee, Michael Navarre, Everett Riley, Frank Rodgers, William Selvey, Albert Taylor, Thomas Warnka, Allan Webb and Reid Werner. I know for some readers of the Shield this will be a change of pace not mentioning those non-members who regularly look for their name to be published. For

some there may be a bad feeling from past negotiations or possibly it might have been a personality conflict, but now is the time to let the feelings aside and become the strong union which the city is constantly and vigorously attempting to break. Let's let the 3rd floor realize that when negotiations start up they have to deal with all patrolmen and not just 90% of the rank and file.

For those non-members whose numbers are getting smaller and smaller just get in touch with one of the shift stewards and they will be more than happy to get you a dues deduction card. For those 42 non-members, I hope to see your names soon.

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Know Your Stewards

By Chief Steward Joe Clear

At present we have a total of 22 Stewards and one Chairman. Chairman is Dave Gray, and the Chief Steward is Joe Clear. Listed below is the list of Stewards and the shift and Bureaus they are assigned to.

CHAIRMAN DAVID GRAY — Dave has been a Steward with another organization and currently the T.P.P.A. Dave has attended a Grievance Seminar in Columbus, Ohio, sponsored by the Ohio State University. Dave is currently assigned to the Vice Squad.

CHIEF STEWARD JOE CLEAR — Joe has also attend-

ed the Grievance School in Columbus, and attended the Steward Training Course at Macomber High School, sponsored by Ohio State University. Joe is a current Steward, assigned to the Community Relations Bureau.

DON MASZTAK — Don has been a long active member of the T.P.P.A. He currently is assigned to the Adult Investigation Service Bureau.

WILLIAM MOSLEY — William (THE TEDDY BEAR) is a long active member of the T.P.P.A. He is very knowledgeable about the contract and is currently assigned

to the Adult Investigative Service, Scott Park District Station.

BOB POIRY — Bob is a Steward in the Adult Investigative Service. He has been a member since the beginning of the T.P.P.A.

BARBARA ZUELKE — (juvenile)—Barb has been a very active member of the T.P.P.A. She is very astute in handling grievances, and always up to date with the contract. Barb is one of the few women involved in the organization, and we would like to see more involved. Barb is currently assigned to Juvenile Investigative Service.

ANDY ZSIGRAY — Andy is also a long standing member of the T.P.P.A. He currently is a Steward at Jevenile Investigative Service.

BOB MORRISSEY — Bob, known to some as the "Mid-Nite Cowboy" is currently assigned to the Juvenile Investigative Service. Bob has been a long outstanding member of the T.P.P.A. for years. Bob also writes — many of the fine articles in the Police Shield are written by him.

RICHARD ORLOWSKI — Richard presently is assigned to the traffic bureau, and is the only Steward in that bureau. Richard does a fine job as a Steward.

HOWARD HARRIS — Howard (Red) has recently been appointed as a Steward in the Record Bureau. He replaced Ron Zilkowski who did a fine

job for the T.P.P.A. in the post as a Steward. Howard has been a T.P.P.A. member for years and I feel that he can handle the job and do it well.

PAT GLADIEUX — Pat has replaced Dave Gray as a Steward in the Vice - Metro Squad. Dave has been recently appointed to 2nd Vice President in the T.P.P.A. and a word of thanks for a fine job he has done while a Steward. I am confident that Pat will be able to fill Dave's shoes in the Vice Squad as the new Steward, and do a fine job.

RON BUSH — Ron is a newly appointed Steward from Scott Park Precinct. Ron has been a member since the beginning of the T.P.P.A. Ron isn't afraid to voice his opinion. Ron works uniform patrol at Scott Park.

BILL SCHAUB — Bill is a Steward from Scott Park. He has been a member for the past year or so. He does a fine job as a Steward, and in the short time he's been a Steward, he has settled many grievances. Currently assigned to Scott Park uniform division.

LOU VASQUEZ — Lou has been a Steward for several years and has completed a Steward's Training Course, sponsored by Ohio State, which was given at Macomber High School. Lou is currently assigned to Scott Park uniform division.

LYMAN ELLIOTT — Lyman is one of the older Stewards who has been very

active with the T.P.P.A. over the past years. Lyman has solved many grievances, and is very knowledgeable about the contract. Lyman is currently assigned to Capt. Bombry's shift, uniform section, Downtown Precinct. Lyman does an excellent job for the members of the T.P.P.A.

TOM FLANNAGAN — Tom is a newly appointed Steward of about 5 months. He has been a member since the organization was formed. Tom recently decided it was time he got involved in the T.P.P.A. and is doing an excellent job. Tom is assigned to Capt. Burnside's shift, Downtown.

DARYL RYBARCZYK — Daryl has been a member for the past 5 years. He has been a Steward for the past 2 years. He is well versed on the contract, and does an excellent job. Daryl is also an officer in the O.U.P.A.

JOHN ANNESSER — John has been a member since the beginning of the T.P.P.A. John is currently assigned to the Communication Bureau. John is also a member of the Safety Committee.

JERRY HUGHES — Jerry has been a long standing Steward for years. He currently is assigned to Capt. Patterson's shift.

DAN BAZ — Dan is a newly elected Steward, assigned to Capt. Patterson's shift. I feel he will do a fine job, and is capable of it.

ROBERT LEITER — Bob is assigned to Captain Bombry's shift. He is a newly elected steward, replacing Bill Gray. A big thanks to Bill for the many years of service he gave the T.P.P.A. as a steward.

RICHARD FISHER — Rick has been a member of the T.P.P.A. for the past ten years. He is a newly elected steward, replacing Julius Materni in Communications. Good luck to Rick and thanks to Julius for a good job.



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A Letter

(Cont. from Page 1)

municipal workers into the Social Security System. It is apparent that your national legislative representatives, who make an appearance once or twice here in Washington, D.C. each month, have failed to keep your members informed of what has happened on this legislation. The Fisher amendment to H.R. 9346 prevents the inclusion of public employees into the Social Security System for two years. As a matter of public record, the amendment had the full support of the two million member AFL-CIO Public Employee Division. Just because the President of AFSCME took a stand supporting the inclusion of his members into Social Security does not have any bearing on the other AFL-CIO locals, namely the International Association of Fire Fighters, who joined ranks with us and the National League of Cities to pass this amendment.

You mentioned that the AFL-CIO filed a brief in opposition to Bakke. The ICPA filed a brief in support of Bakke and I am quite sure millions of other members of the AFL-CIO supported Bakke.

You stated that the vote to affiliate, taken at our Convention in Toronto was a squeaker. Again you were misinformed for the vote was not 60 to 58, but rather 60 to 60; the tie breaking vote being cast by our President, in favor of affiliation. Keep in mind that one state, New York, cast 53 out of the 60 negative votes.

The opponents of this affiliation fail to mention that 16 states voted for affiliation compared to 3 states against. You claim that a delegate arrived from Puerto Rico and cast four proxy votes. The delegate who arrived was the President of the Police Members Association of Puerto Rico and he carried no proxy votes. You reported that the New York State delegation pulled out with their 25,000 members. You are wrong on both counts since not one department from New York

State has dropped out of the ICPA and their membership is 50,000 not 25,000. For your further information, 9 departments from New York supported affiliation with the AFL-CIO.

In reading further, you state that the AFL-CIO will use us in their lobbying efforts to help pass anti-police legislation. It is a well known fact that in many states of this country, state-wide legislation providing police and fire fighters with collective bargaining could never have been passed on the local level without the help of organized labor.

You discredit yourself and do a great disservice to your members by making these untrue statements. The AFL-CIO has presently 14 million members in their ranks and at no time did they seek us out. We sought affiliation with them, just as numerous FOP lodges are seeking to affiliate with the ICPA.

Reading on, I am surprised that your National Trustee, Dewey Stokes, devoted an entire page to denounce our affiliation. I find it strange as he failed to convince even one member who is a present or former member of the FOP from Indiana, Arizona, Ohio, Illinois and Maryland of his great opposition when he was at my home on September 10th during our Political Endorsement Convention. He indicated to me and numerous members of the ICPA how we could all work together on national legislation. How could the leadership of the FOP be in agreement on legislation that our International, under the AFL-CIO supports? Would we then be accused of helping to pass anti-police legislation?

Unfortunately, the National FOP and its local lodges have a history of being beer and hot dog club houses dominated by management and supervisors all claiming to work for the good of everyone. However when it gets down to the rank and file officer who in every instance puts his livelihood on the line to obtain the benefits he deserves through slow downs or other job actions, the bosses and super-

Letter to Civil Service

(Cont. from Page 1)

questions, only the last seventy-five supposedly were taken from these books. These seventy-five certainly did not represent the

visors all disappear. Police officers are fed up with the club house theory and the old cliché that we are all in it together. You have to face the fact that management is constantly working together to deprive the cop on the street of his pay raise and fringe benefits because management must be responsive to those elected officials who appoint them to office. You must also accept the fact that management will never be "in it" with the cop on the street.

If and when the FOP accepts these facts then perhaps the national association will be able to hang on to the remaining lodges they have and not lose them to AFSCME, Teamsters or any other trade union.

Sincerely
Robert D. Gordon
Secretary-Treasurer

cc: ICPA Member Associations of Ohio, Arizona, Indiana

important information in these books. In the Supervision Book it stated a First Line Supervisor should be thoroughly conversant with the labor contract, as 75% of all grievances are settled at this level. Apparently, the test maker failed to read that as there were only a couple of questions pertaining to the contract.

If you are not going to use these books, why mislead the participants. In the future I will not spend \$40.00 for books, waste a good part of my summer months going to school to prepare for the test, plus countless hours of off-duty time reading to walk into a farce like I did Sunday morning.

If you are attempting to find the best qualified Command Officers, I certainly feel you ought to re-evaluate your test methods.

Julius R. Materni
Badge No. 302
Toledo Police Division

JM-mg
cc: Gary Dunn,
Toledo Police
Patrolmen's Association


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