

Dear Members:

There are a number of issues that the Federation Board is currently taking action on. Please read the following update:

IMPORTANT: For more timely future updates, please email angela@sppdfederation.com from your personal email (no government emails). You will be placed on our Federation list. This list will be kept for Federation related notices only.

Sergeants' list/promotions: The Federation made inquiries into promotions and acting-Sergeant positions. We were told promotions would follow the RNC. Since there has been no action, our Attorney Chris Wachtler sent a letter to Director Angela Nalezny. Labor Relations contacted Chris last week and they are researching the issue. The Board will keep pressing the issue for permanent promotions.

Commander Test: Per the Department, a test is being scheduled.

Contract Negotiations: The state mediator requested that both the city and the Federation come back to the table and we complied. The Federation introduced a plan that would shorten the time period between merit and longevity increases. This would be a minimal cost to the city, but raise all of our metro rankings significantly. The city refused to budge and address the issue of disparity. The list of arbitrators has been issued and the final arbitrator will be selected soon.

ECC MOU/Bid: The Federation has not signed the merger agreement between the city, county and the Teamsters. The county employees want their seniority for dispatcher to start from their original date of hire into their ECC but our dispatcher's seniority would start at their dispatcher promotional date. The county TC's want their seniority to start at their date of hire (the opening of the merged Ramsey County ECC) but they argue that St. Paul TC's should not get credit for their years as a St. Paul TC. This is clearly not fair and we are continuing to address it. Until this is resolved in a fair manner, each contract (City & County) works independently and we will bid against only our Federation members for the appropriate percentage of seats we hold. Attorney Jim Michels, Secretary Paul Ford and the ECC Stewards are meeting this week on this issue.

Comp. Bank/Nighttime Differential: The city has a practice of not paying nighttime differential if a member's hours are banked as Comp Time or if they worked an OT shift. Both have been grieved.

RNC Related Issues: The Federation Board and Attorney Jim Michels reviewed RNC grievances and are addressing the following. Remember, because of contract language – not all “wrongs” are necessarily a grievance. Jim Michels writes:

Meaning absolutely no disrespect to our individual retired members- perhaps the most egregious violation of the law and our Labor Agreement involves the hiring of retired St. Paul cops as

“temporary police officers.” A “temporary” peace officer is a “part-time” peace officer under the POST statute. The POST statute prohibits St. Paul and other cities of the first class from hiring part-time peace officers. Thus, St. Paul should not have hired part-time peace officers. Second, in response to the Federation’s request under the Data Practices Act, we learned from POST that it activated licenses for only three of the retirees hired by St. Paul. Therefore in addition to unlawfully employing part-time peace officers, the City also apparently attempted to confer police powers on people who were not licensed. Finally, the labor agreement provides that the Employer is obligated to withhold and transmit to the Federation union dues from all persons employed as police officers. Even after notice from the Federation, the City refused to collect dues from these employees.

Another violation of state and federal law occurred with regard to gas masks. Despite the legal obligation and specific promises to provide gas masks to all officers, the Department did not do so. It further violated the law by not providing the proper “fit testing” for some of the officers who were given respiratory protective devices. The Department then compounded its safety violations by knowingly ordering officers without respiratory protection into areas where gas had been deployed.

Not content to disregard only jurisdictional and safety laws, the Department also added a few violations of the wage and hour laws for good measure. One example is the directive to ECC personnel prohibiting them from parking in the lot next to the Comm. Center (a lot which the employees pay to use) and instead ordering them to report to a remote lot to be shuttled to work on busses. Under the Fair Labor Standards Act, the transportation time is clearly “hours of work” for which the employees are entitled to be compensated. However, the City is refusing to pay the Comm. Center employees for this additional time.

What is most disturbing about these issues is that the Federation raised all of them with the Police Administration and Human Resources long before the RNC in an effort to seek voluntary compliance with the law and labor agreement and to avoid having to fight over these issues. In each instance, the Federation offered reasonable compromises that would have met the City’s needs while maintaining compliance with applicable laws and contract provisions. In a blatant act of civil disobedience, the City refused in each instance. Thus, it will be up to the legal system to deal with the RNC anarchists that attacked our cops – including both the ones on the streets breaking windows and the ones at their desks in City Hall breaking promises and legal obligations.

New Tattoo Policy: This is a change of terms and conditions of employment. We are reviewing. Please see [Tattoo Letter to Chief](#) at www.sppdfederation.com home page.

Thank you for your time. Remember to send your personal email address to angela@sppdfederation.com

Sincerely,

David Titus
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