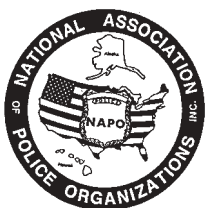




PBPA
 Policemen's
 Benevolent &
 Protective
 Association
 Unit 156



Chevrons

news from the

CHICAGO POLICE SERGEANTS' ASSOCIATION

McDonald Decision Review

By Laurel Hickman, Attorney

Law Offices of Robert Kuzas, your PBPS Attorneys

On January 9, 2003, the Union received the Opinion and Award on the arbitration of Sgt. Daniel McDonald's transfer (SGT-00-047). In a nutshell, the Union lost. Arbitrator Herbert Berman, found that the City did not violate the contract. The opinion merits some comment.

On January 1, 2000, Daniel McDonald successfully bid to the first watch in 018. On October 12, 2000, McDonald was transferred from 018 to 015. The arbitrator found no contract violation because McDonald was kept on the first watch. There was a great deal of discussion regarding the contract negotiations over the bidding process. Berman, on reviewing the contract in light of the negotiations, decided that a watch bid was a watch bid only, not a bid to a district. He stated that there is no explicit language regarding bidders being "locked into his or her watch and district for one year."

Does this mean that Sergeants can arbitrarily be moved just because the City can? Not necessarily. In his discussion, Berman noted that 018 had 9 sergeants on the first watch while 015 had only 6. The City's argument was that the transfer was made to balance manpower. The Union did not present sufficient evidence to meet the standard that the transfer was "arbitrary and capricious", or that the transfer was made as a substitute for discipline.

In a contract grievance, it is the Union's burden to substantiate the contract violation by a

preponderance of the evidence. The City can then rebut that theory. In McDonald, Berman pointed to the documentation presented by the City with respect to manpower and proclaimed that balancing manpower is not arbitrary or capricious. The bottom line is that in order to win on a transfer, the Union must be able to show that the transfer was not made for any legitimate business purpose, or we must be able to demonstrate

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Look Who's Calling

**Grievance Corner, Pension
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Corner and Membership Reports**

President's Message



Dear Fellow Sergeants:

As we enter the New Year we again face many challenges as a labor organization, some old and some new. The biggest challenge of course, is the negotiation of our second collective bargaining agreement with the city. Our current contract expires June 30, 2003. We have already begun the contract process. We have had several meetings with our Labor attorneys and sent the Police Department/City the required letter of intent to negotiate a new contract. Once again, in this issue of the Chevrons is a form for members to submit their contract suggestions. We urge you to use this form and send your ideas to us

As many of you are aware, at the end of November last year the Sergeants Union purchased a building. The building is located at 1616 W. Pershing Road. It originally was a bank, and we believe it will serve our needs, including accommodating our General Membership meetings. We are in the process of obtaining bids from contractors to do the renovation. So it is to soon to estimate when we will be able to occupy the building. We will keep the membership apprised of the progress at membership meetings and in future issues of the Chevrons.

On January 9, 2003 the Union received the arbitration decision regarding the transfer of a bid Sergeant. (Sgt.00-047) The Department prevailed; the Arbitrator found that the City did not violate the contract. The decision is explained in this issue of the Chevrons by our Attorney, Laurel Hickman under McDonald Decision Reviewed.

Update on D2A arbitration. The last hearing date was held in late November. At this time Arbitrator Peter Meyers set a date for all parties, the City and the Unions, to have their briefs submitted on or about January 17, 2003. Since then the City has asked for and received a four-week extension. By agreement

the briefs are now due on or about February 17, 2003. Once again we are unable to estimate any time frame for a decision.

Finally we would like to welcome our new Board members and acknowledge our out going ones. First is our new Recording Secretary Sgt. Shawn Joyce 021st district and the new Area Two Director Sgt. Richard Wiser 005th district. We welcome you both to the Board and look forward to working with you. Leaving the Board in January were, Sgt. Jack Ridges Unit 610 and Sgt. Don Januszyk Unit 620 who have resigned to accept their pensions. Also, Sgt. Diane Thompson 007th district who is pursuing other interests. To Jack and Don, congratulations on your retirement may you enjoy it for many years to come and to Diane, best wishes and good luck in all your future endeavors. Thank you all for your many years of dedicated service to the Chicago Police Sergeants' Association.

That's it for now, Stay safe. 🏠

James Cosgrove

In the past two years, Coyne Financial, a family owned and operated mortgage broker, has helped many Chicago Police families achieve the American dream of home ownership. As a police family ourselves, we at Coyne Financial have worked diligently to eliminate the confusion and stress related to the mortgage loan application process and can provide a variety of programs and the most competitive rates. Many of your constituents have used our services already and we hope the Sergeants feel welcome to contact us for their mortgage needs.

- 0% Down Payment Programs
- Investor Loans (10%)
- Bi-Weekly Payment Plan
- Refinance/Home Equity
- Construction Loans

Coyne Financial LLC
7789 West Talcott Ave.
Chicago IL 60631
773-774-4900

Illinois Residential Mortgage Licensee

Building Purchased for CPSA

By now most of you are aware that your Union (CPSA) has purchased a building for its' new headquarters. The building is located at 1616 W. Pershing Road.

Originally, when constructed in the 60's, the building was designed as a Bank. We are presently negotiating with several General Contractors (UNION) who are submitting proposals to us for remodeling the buildings interior. A decision is imminent and with a little luck we will be in the new facility this summer or early fall.

The first floor is roughly 2500 sq. ft. and there is a full basement/lower level. There will be a meeting room on the lower level and the main floor will house our offices and a Board Room.

We sought financing thru several Banks and Financial Institutions. The Chicago Patrolmen's Federal Credit Union made us an offer we couldn't refuse! Many thanks to CPFCU CEO, Scott Arney, for his able assistance. 🏡



CPSA at the Closing
(Left to right) Pres. James Cosgrove, Gen. Counsel Ed Maloney, VP Gordon Barnhill, George Arnold, Gen. Counsel for the Chicago Patrolmen's' Federal Credit Union

From the Editor's Desk

First of all, I would like to thank all of our members who exercised their rights and took the time to cast their votes in the November election of Officers for your Association. We all hope that your Holiday season was healthy and joyous.

Congratulations to Jack Ridges and Don Januszyk upon their recent retirement. They served on the CPSA Board for many years. Jack was our resident NAPO expert and Area Rep and Don was our Area 2 Rep. and chaired our Safety Committee. They have both assisted on numerous committees and helped us out with the Retiree Dinner and Golf Outing. They will be missed. We would also like to thank Dianne Thompson for her many years of service as our Recording Secretary. Dianne decided not to seek another term of office. She will also be missed.

There are two new additions to your Board. Shawn Joyce (021) is our new Recording Secretary and Rich Wisner (005) is the new Area 2 Rep..

2002 was indeed a busy year. We increased the number of the sergeant's delegates from seven to ten on the State PBPA. Our success rate in reducing and/or expunging disciplinary actions against our members continues to remain significantly high. The CPSA purchased a building for its' offices and meetings and we laid out strategies for the upcoming contract negotiations.

Most recently we suffered a set back in the McDonald decision but we will move forward into contract negotiations and attempt to resolve those issues raised therein. Please take the time to fill out and forward the enclosed contract "Wish List". This is YOUR union. Your Board needs your input to best serve your needs.

Sgt Gordon Barnhill, Editor

Thanks for the Memories

It has been my honor to serve the Chicago Police Sergeants for almost 13 years as your elected trustee to the Policeman's Annuity & Benefit Fund, City of Chicago. During this period of time, we have worked to improve the financial well being of our Pension Fund and at the same time, improve pension benefits for our retirees and their families.

Last fall, I chose not to run for re-election because I plan to retire sometime this year.

My involvement with the Chicago Police Sergeants Association goes back to 1981 with the then newly elected CPSA President, John Thulis. Since that time I have served the Association as president, vice president, recording secretary and trustee. I was also the editor of the Chevrons from 1986 to 1991.

During those years, it was the Associations' main goal to become a union for all C.P.D. sergeants. Under the leadership of our then president, Bruce Engstrom, and the C.P.S.A. Board, we became a union with collective bargaining rights. There is no doubt in my mind that the best thing that ever happened to the C.P.D. sergeants was their unionizing for collective bargaining rights back in the middle 1990s. If I have any "good-bye message" it is this...that all Chicago Police Sergeants become involved in their Association too improve their wages, benefits and working conditions. Remember your peer group of sergeants will represent your best interests in your career as a sergeant in the C.P.D.

I would also like to thank past presidents Bob Murphy and Fran McCarthy for their leadership and contributions to the C.P.S.A. As you know our present contract expires on June 30, 2003. I would urge all sergeants to become involved in the upcoming contract negotiations. Support the fine leadership you just elected to a three-year term. Our second term president, Jim Cosgrove, has the knowledge and leadership ability to negotiate a new contract for the C.P.D. Sergeants.

Some of my more memorable moments on the C.P.D. have been with this Association and for that, I'll end this article like I started it... THANKS FOR THE MEMORIES.

Charlie Loftus 🏠

Important Dates To Remember

ANNUAL CORNED BEEF/ RETIREE DINNER	20 Feb 2003	Time – 1800 Hours Location — Turner Hall, 6601 W. Belmont
GENERAL MEETING:	20 Mar 2003	Time – 1900 Hours Location — Quality Inn, Madison & Halsted
GENERAL MEETING:	15 May 2003	Time – 1900 Hours Location — To Be Announced
GENERAL MEETING:	17 Jul 2003	Time – 1900 Hours Location — Quality Inn, Madison & Halsted
GOLF OUTING:	11 Aug 2003	Silver Lakes Golf Club (Same location as last year.) Shot gun start at 0730 and 1300 Hours
GENERAL MEETING:	18 Sep 2002	Annual Pizza Meeting Location to be announced
GENERAL MEETING:	20 Nov 2003	Location to be announced

NOTE: All General Meetings begin at 1900 hours unless advised otherwise.

Ford Crown Victorias' Exploding Gas Tanks!!!

By Sgt. Don Januszyk, Retired

Around September of 2001, a law enforcement agency in the State of Arizona stated that they would no longer purchase the Ford Crown Victoria Police Interceptor (CVPI) vehicles. The police agency stated that the CVPI had a defect, in that several of the vehicles caught fire after being involved in rear end crashes. In several of the crashes, police officers lost their lives.

The National Highway Traffic Safety Administration (NHTSA) opened their investigation into the crashes on November 27, 2001. The investigation reviewed crashes from 1983 to 2001. The investigation was closed on October 02, 2002.

The NHTSA found that when the CVPI were involved in post rear impact crashes; the energy crash levels exceeded those in which the vehicles were tested for. The standard required for the CVPI was no fuel tank leakage in impacts at speeds up to 30 mph. The crashes NHTSA were investigating occurred at speeds in excess of 60 mph. Additionally, NHTSA investigators found that many of the gas tanks survived the crash impact, but were punctured by items carried inside the trunk of the vehicle, which caused the leakage and the subsequent fire.

The Ford Motor Company and the NHTSA, issued service bulletins, made design changes, and made other recommendations. These involved grinding down a tab on the rear sway bar, and replacing a bolt, which secured the parking brake to the axle. The CVPI did meet the 30 mph crash requirements, but NHTSA recommended the standard be increased to 50 mph. Ford immediately complied with the recommendation, and there have been no leaks in crashes at 50 mph.

The NHTSA closed their investigation on October 03, 2002 stating, "That it was unlikely that further investigation would produce sufficient evidence to demonstrate

the existence of a safety-related defect in the subject vehicles." The NHTSA will continue to monitor efforts by Ford and other parties to enhance safety in police vehicles. Commander Ronald Brannan of the CPD's Electronic and Motor Maintenance Division was contacted relative to these safety issues. Commander Brannan informed us that as soon as their unit received the service bulletins on the tabs and brake bolt, the affected vehicles were called in and the required modifications were immediately made.

Additionally, the Department now uses Ford's new website www.cvpi.com to receive up to date information on the Ford Interceptor models.

Commander Brannan has been in contact with representatives of Ford Motor Co., and our department should be receiving the first of the "Police Interceptor Package Up Grade Kits", in December or January. Ford Dealers, and Department

personnel who are certified by Ford to make service bulletin corrections will install these Kits. Comm. Bannan told us that no Chicago Police Department vehicle has been involved in a rear end crash where the vehicle caught fire because of that crash.

The Commander also said that the easiest way of preventing punctures to the fuel tank is to make sure all the inappropriate items are removed from the trunk, and to make sure the spare tire is secured. He has instructed motor maintenance personnel that when a police vehicle comes in for its PM check, they are to ensure the spare tire is secured.

Sergeants are totally aware of the variety of items that can be found in a police vehicle's trunk. When the daily and weekly inspections are conducted, we as supervisors should ensure that only approved items are in the vehicle's

Optional Police Interceptor Package Upgrade Kit
2000 Model Year CVPI Shown - Other Model Years Similar



... continues on page 11

Legal Defense Team

By Sgt. Patrick Fitzgerald

We are looking for former detectives with violent crime experience, interested in working on the legal defense team, particularly to handle call-outs when sergeants are involved in shootings. Please contact the office at 773-376-7272. ⤴

Attention All Unit Reps!

Please contact your union office via phone or Department mail. We are updating our contact information in preparation for contract negotiations and need your current unit of assignment and home/work phone numbers.

Department Mail : Unit 545

Office Phone: 773-376-7272

Office Fax: 773-376-7344



Have you moved, changed units, or changed your star number?



Name _____ Star # _____ Unit _____

I have moved. My current address information is as follows

Old Address _____ Zip Code _____

New Address _____ Zip Code _____

Phone (new) _____

I have changed Units. My current unit is as follows

Old Unit _____ New Unit _____

I have a new star number. My current star number is as follows

Old Star Number _____ New Star Number _____

You may mail this form via **Police Mail to: Unit 545** or U.S. Mail to: P.B. & P.A. Unit 156, 3637 South Halsted, Chicago, IL 60609

Retiree Roll

By Sgt. Michael Dejanovich, Membership Chairman

Congratulations to all of our retirees. These sergeants have provided the City of Chicago with many years of service. We wish a long, healthy and prosperous retirement to all!!

Recent Retirees

Name	Unit	Retired	Yrs. of Serv.
Gertrude West	123	04 Mar 02	24
Jerold A. Wojnar	010	15 Oct 02	35
Shirley M. Blissitt	175	31 Oct 02	27
Robert B. McCracken	019	31 Oct 02	37
Patrick A. Casey	LOA	26 Dec 02	9

Here's to a long, healthy and enjoyable retirement!



In Memorium

The following members have passed away and will be missed. We extend our condolences to their families. Rest In Peace.

Name	Passed Away
George Boone	Jan 02
Maryann Green	13 Apr 02
John "Jack" Kane	15 Jan 03
James J. McKenna	27 Dec 02
James Lalowski	24 Nov 02
Matthew Durso	09 Dec 02
James Gartneer	26 Dec 02
Carl Edenfield	09 Jan 03
Charles Vondrak	Jan 03



The Retirees' Corner

By Retired Sgts. Mike Stather (North Side Rep.) & Gerald Saternus (South Side Rep.)

We hope everyone had a good holiday season, and Santa was good to all.

We're still enjoying our winter weather, and we bet all of you in the warmer States really do miss it (We know Jeff Vana does, he calls twice a week from Las Vegas to find out what the temperature is)

Please call the office to let us know if you're coming to the Corned Beef Dinner, on Thursday the 20 February 03 at 6:30 P.M. at Turner Bowl Hall, 6625 W. Belmont Av. Chicago, IL.

Also start making plans for the Golf Outing. Monday 11 Aug. 03, AM & PM starts. Silver Lake Country Club in Orland Park. It fills up quickly, so get your group together.

Check with your taxman / accountant, there have been many changes in the I.R.S. rules that are rather simple, and can save you some \$\$\$\$ if you take advantage of them, and effect them prior to 15 April.

Take care, drop us a line and let us know how you're doing. ⚡



**FYI:
Retirement Party!**

**Honoring Sergeant
John P. Molloy, Jr. #2295**

**Narcotics Section
Wednesday, 26 February 2003
1900-2330 hours
Beverly Woods Restaurant
11542 South Western Ave.
Chicago, IL. 60655**

**For information or tickets contact
312-745-5820**

Know Your Rights

General Orders/Contract Rights

Robert KUZAS, your PBPA Attorney, related the following information to us.

Recently a PBPA Unit 156 member was given his criminal rights during an investigation. Your PBPA Attorney, Robert Kuzas, represented the member. Once the member was given his criminal rights all parties present agreed that he would not be served or required to answer any questions or give any statements under an Administrative Investigation. This was and is in compliance with General Order 93-3 and your Contract under Article 6.

Once the interview in question was terminated and our attorney left, a high-ranking police official, who was present during the above investigation, confronted the member with an Administrative Investigation and proceeded to question the member accordingly. **THIS IS NOT PERMITTED.** Once a member is given his/her criminal rights **NO** Administrative Investigation can be conducted **UNTIL** the criminal issues are all resolved and in any event, any member who is subject to any interrogation, is entitled to legal counsel or representation before being questioned (Article 6, Bill of Rights, Sec., 6.1,L. **KNOW YOUR CONTRACT.**

Also remember: Any General Order that is in conflict with your contract is **SUPERCEDED** by the **CONTRACT!** ⚡



Legal Benefit

One of the Union benefits is legal representation for appearances at I.A.D., O.P.S., and sergeant involved shooting incidents.

For representation at I.A.D. or O.P.S., please call the offices of **Robert D. Kuzas - 312.629.1400.** In the case of a sergeant involved shooting, please call the Union office at 773.376.7272.

Remember to identify yourself as a member of the Sergeants' Association, PBPA Unit 156 Sergeants. Ask for Attorneys Bob KUZAS or Laurel HICKMAN. ⚡

Pension Report

by Sgt. Tim Brophy

RESERVISTS INVOLVED IN "ENDURING FREEDOM" HAVE PENSION ISSUES

The City pays the difference between the Police salary and Military pay. A deduction for the Pension is taken out of the amount the City pays. No deduction for Pension is taken from Military pay. The amount owed upon return to the Police Department is the amount (the deduction for Pension) that was not deducted from Military pay. Upon his return, an officer has 90 days, without incurring interest to pay into the Pension Fund, the full amount that was not deducted from Military pay.

An officer will not receive credit for service if the amount owed is not paid into the Fund. If an officer is in the Deferred Compensation Program, he may elect to have the needed Pension contribution transferred directly from Deferred Compensation to the Pension Fund. This transfer can be accomplished by contacting the Customer Service Office of Nationwide Retirement Solutions at 312-443-1975 and requesting the proper forms. The forms will be mailed to you along with further instructions on how to proceed. ⚡

CPSA Star Offer

The CPSA tie tack/lapel pin is being offered for sale to our current and retired members. These pins are perfect for trading with officers from other law enforcement agencies or during the CPSA European Tour. The pin, as depicted in the accompanying picture, is a miniature replica of the CPD Sergeant's star and is gold in color with black printing. The pin costs only \$2.00 or 3 pins for \$5.00. CPSA members who want to purchase a pin (or pins) should send a written request with a check or money order payable to the CPSA. Include your name, address, phone and number of pins wanted in your written request and send it to:



Chicago Police Sergeants Association
3637 S. Halsted, Chicago, IL 60609

Those who wish to have the pins mailed to their home, please add 50¢ for postage for orders of six pins or less and \$1.00 for orders of more than six pins. ⚡



1359 West Washington Blvd., Chicago, IL 60607-1905
(312) 726-8814 • (800) 326-8814 • Fax (312) 726-5349

**Don't miss your opportunity to
save on taxes today
And build a securer retirement for tomorrow!
The Financial Planning Center, CPFCU**

If you're not taking advantage of an Individual Retirement Account (IRA), you may be missing an exceptional opportunity. You have until April 15 to make your IRA contribution for 2002, even if you're filling an extension.

Did you know ROTH IRAs may grow tax-free and your spouse may be eligible for a tax-deductible IRA?

IRAs: The contribution limit is \$3,000.00: those age 50 and older can make an additional \$500.00 catch-up contribution for a total of \$3,500.00.

Consider funding your 2002 and 2003 IRAs, either Roth or Traditional, today.

Roth IRA

- Contributions not tax-deductible, but earnings accumulate tax-deferred
- Complete access to your contributions at any time
- Tax-free and penalty-free withdrawals of earnings after five years if you are age 59-1/2 or for first-home purchase (up to \$10,000.00)
- No requirements to take distributions at age 70-1/2. In fact, you can continue making contributions if you are still working.

Traditional IRA

- Contributions may be tax-deductible
- Tax-deferred growth (withdrawals subject to tax)
- Penalty-free withdrawals for post-secondary education, first-home purchase (up to \$10,000.00) and certain medical expenses

Coverdell Education IRA: The Education IRA limit has been increased from \$500 to \$2000 per year for each child. Distributions from the Education IRA are tax free if used for school expenses including elementary, high school and college level (grades K-12, public, private or religious). Income limits still apply: please speak with your RPA representative to determine your eligibility.

529 College Savings Plans: You may have heard about how 529 plans make savings for college easier. Thanks to recent tax-law changes, this popular savings option is even better. Not only do earnings in a 529 plan grow tax-deferred, but withdrawals for qualified higher education expenses, are tax-free! Note: tax-free withdrawals from 529 plans are scheduled to end after 2010, but may be extended by Congress.

You can begin the program with as little as \$25/month or contribute up to \$55,000 (\$110,000 for married couples) for a beneficiary in a single year without federal gift tax consequences, provided you do not make any additional gifts to that beneficiary over a five year period. Additionally, there are no limits and the contributor maintains control of the assets deciding when and how the money is spent.

To help understand your options more fully, please visit us at:

**The Financial Planning Center
Chicago Patrolmen's Federal Credit Union
1355 W. Washington Blvd.
Chicago, Illinois 60607
Or call: 312-499-8888**

Investment products offered are not insured by FDIC or any other agency of the Federal Government. Additionally, investment products are not a deposit or guaranteed by any bank or credit union and may lose value.

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105 W. Adams St.,
Suite 2125
Chicago, Illinois 60603
312-701-1100



McDonald Decision . . . cont'd from page 1

that the transfer was made for disciplinary purposes.

Post Script by Sgt. Gordon Barnhill

Your union will continue to pursue this issue in the upcoming contract negotiations. It will be one of our top priorities to secure both Watch Bid and District Bid Selection (District Law Enforcement) for our membership. 🏠

FYI: You Can Email Us at:

Association Email: cpsa_sgts@ameritech.net

Newsletter Email: chevrons@ameritech.net

Grievance Information: grievances@ameritech.net

Crown Victoria's . . . cont'd from page 5

trunk, and the spare tire is secured. Garage personnel are required on the 2nd watch to secure the spare when a flat tire is brought in for an exchange. Sergeants should ensure that the 1st and 3rd watch requests to have the spare secured are complied with. While no incidents have taken place in Chicago with a punctured fuel tank caused by an unsecured item in the truck, who wants to take the responsibility for not having that item remove???

Other steps being taken to improve safety in rear end crashes is the development of storage units to be used in police vehicles, which would enhance the safety of the officers in the event of a rear end crash. Also, some states, but not Illinois, are enacting legislation that requires a vehicle approaching a stopped emergency vehicle, to reduce speed and move to an adjacent lane, until they pass that emergency vehicle. More information relative to this article may be obtained from the following websites. www.cvpi.com, www.nhtsa.dot.gov, www.Ford.com 🏠

Look Who's Calling (a true story)

Compliments of your police chaplain
Rabbi Moshe Wolf, 773-463-4780
or moshewolf@hotmail.com.

Isn't it amazing how G-d works in our lives! On a Saturday night several weeks ago, a pastor was working late, and decided to call his wife before he left for home. It was about 10:00 PM, but his wife didn't answer the phone. The pastor let it ring many times. He thought it was odd that she didn't answer, but decided to wrap up a few things and try again in a few minutes. When he tried again she answered right away. He asked her why she hadn't answered before, and she said that it hadn't rung at their house. They brushed it off as a fluke and went on their merry ways.

The following Monday, the pastor received a call at the church office, which was the phone that he'd used that Saturday night. The man that he spoke with wanted to know why he'd called on Saturday night. The pastor couldn't figure out what the man was talking about. Then the man said, "It rang and rang, but I didn't answer." The pastor remembered the mishap and apologized for disturbing him, explaining that he'd intended to call his wife.

The man said, "That's OK. Let me tell you my story. You see, I was planning to commit suicide on Saturday night, but before I did, I prayed, 'G-d if you're there, and you don't want me to do this, give me a sign now' At that point my phone started to ring. I looked at the caller ID, and it said, 'Almighty G-d'. I was afraid to answer!"

The reason why it showed on the man's caller ID that the call came from "Almighty G-d" is because the church that the pastor attends is called Almighty G-d Tabernacle!!

Remember, our prayers are always answered; sometimes we see the name on our caller ID and other times we just have to have faith that G-d will never forsake us. Amen.

PLEASE NOTE: For the curious. The name of G-d. I do not spell out the name of G-d out of respect. Spelling out THE NAME and then throwing it in the trash, would be a desecration of THE NAME, so I put in the dash. This is a religious custom I follow, and please don't be offended. Thanks for understanding.

MAY G-D BLESS YOU, KEEP YOU SAFE, AND ALWAYS KEEP YOU IN HIS LOVING CARE. 🏠

Chicago Police Sergeants' Association

Policeman's Benevolent & Protective Association, Unit 156

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Chicago, IL 60609

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