



**Fraternal Order of Police
Montgomery County Lodge 35**

**18512 Office Park Drive
Montgomery Village, MD 20886**

Phone: 301.948.4286 FAX: 301.590.0317

Montgomery County Council

April 29, 2003

Ours is the only arbitrated contract before Council this year.

Yesterday, I provided you with complete documentation presented to the MFP Committee. I offer you the complete record of arbitration proceedings should you desire to read them. You have seen the award.

It was in consideration of the County's fiscal situation that Arbitrator Sharnoff selected the County's Final Offer of 2% (.8% below CPI) over the FOP Final Offer of about 6.8%. This is less of an increase than you are guaranteed.

"But for" the fiscal situation, our Final Offer would be before you this morning. It isn't and we accept that fact. You haven't seen us demonstrating over the award.

Arbitrator Sharnoff has cut our pay "increase" from ~6.8% to 2%. This was our cut. Some now propose a possible second "equity" cut to put us on par with other unions. How is it equitable for police officers to take two cuts and others only one? If you want to consider equitable delayed implementation of our 6.8% Final Offer, we agree to renegotiate that pursuant to process.

We support full funding for all union contracts. We support full funding for our 2% increase. We do not desire to fight Council over process. We will not enter into a tug of war with other unions.

Process requires that you indicate an intention to either accept OR reject. It does not contemplate "Option 3."

Option 3 is unprecedented and, we believe, *ultra vires*. At a minimum, it is a breach of good faith. You can vote for us or against us, but there is no other option. You expect your police officers to act in good faith and we ask no more of you. Moreover, your police officers are quite frustrated over abuse of process and are losing faith in it. Arbitrator Sharnoff commented upon this.

I strongly urge support for our below CPI contract. With new taxes and potential automobile license fees, we face a considerable loss in addition to the erosion in real wages. Last fall we were heroes. What more does the County ask of us?

This has been a long and tough process. We have been insulted and told that we should be able to afford to live in "tarpaper shacks". The executive has forced us into court to preserve process despite fair and proper advance notice; new negotiations begin in November; we have a reopener on childcare; and numerous grievance arbitrations are pending. There is a limit to both our patience and resources. Therefore, we urge funding and full implementation of the contract before you.

Walter E. Bader

Walter E. Bader, President



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MFP Committee
April 28, 2003

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