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To FOP #3 Members,

As most of you are aware, our union and the management of the Baltimore Police Department do not see eye to eye on many of the issues that affect our daily work experience and, whenever possible we have filed Grievances and/or Court actions on our behalf, including many not mentioned in this letter. Not a week goes by that we aren't faced with some new and bold attempt by the Department to interfere with the terms of our labor contract and our ability to do our jobs.

Recently, the new 407 Policy was released, and I had the opportunity to meet with the Police Commissioner to discuss its ramifications. At the same time, the Joint Labor/Management Committee was preparing to meet, the following day, to discuss the full two pages of notes regarding our concerns about this particular policy. I informed the PC that the portion concerning the transfer of 407 members out of their assignments and, potentially, out of their commands, was unacceptable and would devastate an already low morale amongst our members. I explained that we were especially displeased with the policy as it affected Line of Duty injuries and the appearance that members are putting their lives on the line only to be penalized if injured in their required mission. I was pleased that, after much discussion, Commissioner Harrison agreed with our position and said that he would have the new 407 Policy revised to specify that any members who suffered a LOD injury would, in fact, be allowed to return to their parent command once cleared for a return to full duty. He assured me that he would inform his Chief of Staff of this change in preparation for the Labor/Management meeting the next day. Unfortunately, at that meeting, the Chief of Staff informed Committee Chair Cohen and Labor Committee Chair MacDonald that all efforts would be made to comply with our request, but that the written policy would not be revised as promised by Commissioner Harrison. He also stated that, despite our two pages of concerns, the 407 Policy would not be revised at all. At this time, our attorneys at SBWLaw are reviewing our options going forward.

And, yet, it continues! On Thursday, 10/31/19, the BPD issued their Patrol Leave Policy, effective the very next day, on 11/1/19. We are currently reviewing the Leave instructions and, needless to say, we have concerns with this policy, as well. Make no mistake about it...Commissioner Harrison released the new Leave Policy the night before it became effective in order to limit the amount of time that the union had to review and voice our concerns. We all knew, since last Fall, that the 2019 Leave Policy was to begin on 11/01/19 and yet they released it the day before it was to be implemented?? Whatever the intention, it is clear that the Department feels it is within their rights to limit the benefits to which we are entitled. Basic management training teaches that the health, satisfaction, and welfare of a company's employees has a direct effect on the success of the company or, in this case, the Baltimore

Police Department. It would clearly appear that the current management of the BPD could care less about any of us; however, please be aware that a Grievance has been prepared and will be submitted by tomorrow.

Ladies and gentlemen, this pattern of releasing bad policies by BPD Command is an ongoing practice that minimizes the importance of your worth to the success of the BPD's mission. I can guarantee that no successful company treats their employees with such blatant disregard; if they did, there would be no success. Commissioner Harrison brags that he has a Breakfast with some of our members on a monthly basis and that things are progressing nicely (I disagree). Has anyone explained that most of those in attendance at these Breakfasts are ordered to be there?

I want all of you to know that your union leaders are working diligently to resolve all of the problems and issues created by the current BPD management. Our job is to do all that we can to protect your rights and convince the Baltimore Police Department that you are the source of positive change in Baltimore's crime-ridden communities and should be treated with the respect that you deserve.

Mike