

**TESTIMONY OF GUS PAPATHANASIOU
CHAIRMAN
FRATERNAL ORDER OF POLICE, U.S. CAPITOL POLICE LABOR COMMITTEE**

**BEFORE THE
U.S. HOUSE COMMITTEE ON HOUSE ADMINISTRATION**

JUNE 26, 2018

Good morning Chairman Harper, Ranking Member Brady and Members of this Committee. I'd like to thank you for giving me the opportunity to testify before you on behalf of the United States Capitol Police Labor Committee Fraternal Order of Police. I am deeply humbled and honored. Before I begin my opening remarks, I'd like to take a moment to thank Chairman Harper and Ranking Member Brady on their years of service and wish you both luck in retirement. You've been great allies for Law Enforcement, especially to the Capitol Police. Ranking Member Brady we've personally had many productive meetings throughout the years and I'm happy to see that you are leaving on top now that your Philadelphia Eagles are Super Bowl Champions. Congratulations.

As I enter my 16th year with the Capitol Police, I've been with the Union's Executive Board serving as the 1st Vice Chairman since 2009, and now as Chairman since 2016. Joining me today are members of my Executive Board, 1st Vice Chairman Officer Keith McFaden, 2nd Vice Chairman Officer Vincent Summers, and Legal Counsel for the Union, Megan Mechak.

Our Labor Union plays a vital role in the operation and success of the Capitol Police. As outlined in our Collective Bargaining Agreement (CBA), we contribute to effectively accomplishing the mission of the U.S. Capitol Police by fostering a positive and constructive relationship between management and the sworn employees. However, there's always room for improvement and there's still work to be done.

As the Department continues to grow and the mission changes, we must adjust to these changes. I've been fortunate to have a good working relationship with Chief Verderosa and Assistant Chief Sund, but these relationships don't occur overnight. Collectively we have worked on building a mutual respect for each other, which goes a long way. We meet regularly to resolve issues. Although we don't always agree, we are all committed to the success of the USCP.

Some of the issues and concerns we've addressed in our meetings and will continue to pursue together include:

- Officer morale.
- Wellness of the Officers on the front line.
- Balance of work and family life.
- Pay Scale issues and pay Cap issues.

Unfortunately, we have many areas of disagreement, including:

- Ignoring legally binding Arbitration rulings.
- Ignoring decisions by the Office of Compliance.

- CBA negotiations are at a standstill pending negotiability appeals filed before the Office of Compliance, and pursued to the federal appellate court.
- Progressive discipline not being adhered to as outlined in the CBA.

As a result of these issues and concerns, the Union will continue to pursue and promote the following:

- Fair treatment of all bargaining unit members.
- Good faith negotiations.
- Resist cuts to pensions to the USCP and all of federal law enforcement.
- Enhance law enforcement retirements as we outlined in the 2012 GAO actuary study.
- Pursue the pay scale compression and increasing the yearly pay cap.
- Eliminate the bi-weekly pay cap so that officers don't lose benefits.
- Promote resolving grievances at lower levels.
- Promote the well-being of officers and improve working conditions, especially when officers are working long hours and under the elements of the weather on a daily basis.
- Eliminate the hiring of retired double dippers who take away positions from bargaining unit employees.

These are just some of the crucial issues we need to work on to make positive changes for both management and employees. These issues ultimately affect us all. At the end of the day we are all on one team, a team dedicated to the Department's mission, which is to promote the safety of the Congressional Community.

I am proud of the Men and Women of the U.S. Capitol Police that wear the badge with honor and dignity. I am proud to be their Union Leader. As we put our lives on the line on a daily basis, it's time we make positive changes.

Thank you for allowing me to address this committee and I look forward to any questions you may have.