



**PHILADELPHIA LODGE #5
FRATERNAL ORDER OF POLICE**

11630 Caroline Road, Philadelphia, PA 19154-2110
215-629-3600 website: www.fop5.org 215-629-5736 (fax)

John J. McNesby, President

Robert B. Ballentine, Jr., Recording Secretary

March 14, 2014

COMMISSIONER
POLICE ADMINISTRATION BUILDING
8TH and RACE STS.
PHILADELPHIA, PA 19106

Statement of Grievance

The city is violating numerous provisions of the collective bargaining agreement by:

FOP LODGE GRIEVANCE Payroll Number 000000

The collective bargaining agreement specifically recognizes that "a safe, healthful work environment and safe work practices are essential to the health, safety and morale of the members of the bargaining unit." As a consequence, the contract mandates that the "City shall make all necessary provisions for the health and safety of its employees while at work and will abide by applicable federal and state laws."

The fleet of automobiles that the City assigns to police officers requires that they use in the performance of their duties are poorly and inadequately maintained, decrepit, and dangerous. The City is aware that many of the cars are literally falling apart while in use by the officers and are nonetheless kept in service long past any reasonable period of safe useful service. The City needlessly endangers the lives and safety of police officer by requiring that they use this equipment that the city knows is physically and mechanically unsound, inadequate, and unsafe.

The FOP demands that they City provide its officers with the safe, healthful work environment guaranteed by the contract by replacing all dangerous vehicles, that a reasonable program of maintenance thereafter be maintained, and that no officer be required to utilize a vehicle that is, by any reasonable standard or measure, inherently dangerous.

REMEDY REQUEST:

By way of remedy it is requested that all bargaining unit members directly and indirectly affected by each and every aspect of any such violation be Made Whole in all respects, regardless of whether specifically identified herein but not limited to:

Make Whole for All Losses.

Respectfully Submitted,

John J. McNesby
President

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