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Massachusetts State Police - The Nation's Oldest... Established 1865

TROOPER

Newspaper

The Official Publication of the State Police Association of Massachusetts

November, 2015

Serving New England's Largest Police Association

Vol. 28 No.4







Happy Thanksgiving From S.P.A.M



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VOTE

Members... Meet Your Candidates

In this year's election for constitutional Offices of the State Police Association of Massachusetts, incumbent Dana Pullman (President) is challenged by Robert Pitts, and Daniel Sheehan. Incumbents running unopposed are Timothy Babbin (Vice President) Andrew J. Daly (Treasurer) and Ed Hunter (Secretary)

For Troop Representatives, Jay Martin (Troop A Representative) is challenged by Mark S. Lynch, Lawrence P. Smith and Brian C. Williams.

To learn more about what most of these candidates each feel they have to offer, turn to pages 6-10

This year's ballots for election of SPAM offices will be mailed on: Friday, November 20, 2015. Please return your ballot once you have chosen your candidates. Ballots must be received by Monday December 7, 2015 at 10:00 AM.



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PRESIDENT'S MESSAGE.

Dear S.P.A.M. Members,

It's that time of year again elections are upon us. Please take the time to read the candidates information and profiles to make an informed decision.

As you are all aware, last year SPAM brought the largest labor settlement in the history of the union in the DOL case. During our investigation into the DOL case SPAM found other discrepancies with the paper calendars as compared to the electronic record (not included in the 03/03/05 grievance). As a result, SPAM is currently in the process with the Administration of determining what remedy may be available to affected SPAM members. This will be a similar audit process as was undertaken for the DOL Settlement. SPAM will keep you informed as we progress through this new undertaking on behalf of our members.

On the legislative front, I am happy to report that our contract language was included in the final deficiency budget for fiscal year 2015 that was signed by the Governor on November 2nd. As you know, the legislature had to pass and the Governor had to sign legislation authorizing our collective bargaining agreement. I would like to thank Senate President Stan Rosenberg, Speaker of the House Bob DeLeo, and Governor Charlie Baker for their support. Likewise, I sincerely appreciate the work of Chairman Brian Dempsey and Chairwoman Karen Spilka, of the respective House and Senate Committees on Ways and Means, for their and their staffs' work on this matter.

The legislature continues its work on the 2015-2016 session until November 19th when it will enter "informal" sessions until the beginning of the new year. The start of 2016 will bring a return to formal sessions with legislative committees, with initial filings still before them, required to report on those bills by the middle of March. We continue to work with legislators to educate them about legislation concerning the Seaport jurisdiction, fresh pursuit, body cameras, law enforcement councils, the conduct of law enforcement officers and potential mergers with other state law enforcement organizations. To date, none of these pieces of legislation have received favorable reports from their respective committees.

We continue to advocate for legislation we have filed on a variety of SPAM-related matters. We recently met with representatives of the Joint Committee

on Public Service to review the variety of initiatives impacting the State Police before the Committee. As well, we recently submitted testimony in support of legislation filed by Representative Kevin Kuros and Representative Tim Whelan, relative to the retirement benefits of certain uniform members of the State Police. Finally, I will be testifying before the Joint Committee on Public Service in the coming week relative to our initiative allowing for alternative dispute resolution. As always, there is always something going on impacting the State Police. To that end, be prepared to act when called upon to call or e-mail your legislators.

We have spoken with fiscal in regards to disbursement of contractual increases and retroactive payment, they assured me that it is being processed promptly and will notify SPAM as soon as possible of the date and pay period of its inclusion. Again please get involved in our Electoral process, read the information provided and return your ballots.

As always stay safe out there and watch out for each other.

Respectfully,

Dana A. Pullman S.P.A.M. President

MASSACHUSETTS STATE POLICE EMPLOYEE ASSISTANCE UNIT

25 Royal Street Canton, MA 02021 Phone (781)821-5496 Fax: (781)821-5497

Members of the employee assistance unit and or the M.S.P. Chaplains are available by calling the communications section at (508)-820-2121 and ask that we be notified

All troopers in the E.A.U. Or any of the chaplains are available to any member of the M.S.P (sworn or civilian) independent of their work location

Sgt. James Massari

(w) 617-405-5955

(c) 774-279-6519

25 Royall street

(w) 781-821-5496

(c) 617-999-8295

(c) 617-921-9571

Tpr. Lynne Mukerrin

Plymouth

Canton

36 Cordage Park Circle

Sgt. Karen DeMasi 190 Martson Street Lawrence (w) 978-975-0794 (c) 508-404-6166

Tpr. Karen Dunphy 340 West Brook iel Road New Braintree (w) 508-867-1047 (c) 774-279-6041

Tpr. Lawrence Kiely 25 Royall Street Canton (w) 781-821-5496 (c) 617-921-7166

(c) 781-223-4310

Tpr. Adam Mathieu 340 West Brook iel Road New Braintree (w) 781-821-5496

Tpr. Steven Salsman 190 Marston Street Lawrence (w) 978-975-0794

Available 24 hours- office numbers, Mobile numbers or through Troop Duty Officers or GHQ Communications Sections (508)820-2121

Roman Catholic Father Joe Baggetta (781) 226- 1173 Father Bill Hamilton Roman Catholic (413) 427- 2660 Rabbi Hamilton Jewish (857) 919- 9194 Reverend Dom Miligan Episcopalian (781) 831- 0981 Pastor Johnny Wilson **Baptist** (413) 426- 1452



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Editor - Ed Hunter

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State Police Association of Massachusetts Executive Board

CONSTITUTIONAL OFFICERS:	TROOP REPRESENTATIVES:	
President Dana A. Pullman	A- Jay Martin	<i>H</i> - Paul Crowley
Vice- President Tim Babbin	B- Jeffrey S. Gordon	GHQ- Mark J. Caron
	C- Jeff Gilbert	<i>AG/DA</i> - Scott Holland
Treasurer	D- Kevin Fredette	DIS/ David Patterson
Andy Daly Secretary	E- Mike Sullivan	Special Operations- Paul Powell
Ed Hunter	F- Tim Gillespie	

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TREASURER'S NOTE.

Fellow SPAM Members

SPAM corporate e-mail activation & Long term disability insurance

use my space to emphasize a couple of important topics. The first topic is your SPAM corporate e-mail. If you have not already done so, please activate your SPAM corporate e-mail address using the instructions that were sent to you by U.S. Mail. This e-mail system is very important, as it allows us to deliver information to you all in a fast, efficient manner. If you have lost, or misplaced your e-mail yet, please do so. instructions, please call us here at SPAM so that we can get new ones is long term disability insurance. tions than you may realize, so please

IN THIS issue of Trooper, I wanted to mailed to you and get you up and running. A large number of members still have not activated their SPAM emails. We need a high level of participation in this e-mail system to make our legislative efforts, and our survey efforts successful. We also need you to participate if we ever hope to go to an electronic voting method for our SPAM elections. So please, if you have not activated your SPAM corporate O-GRAMS for upcoming informa-

that is custom made for us. It is based on your gross income. Not just your base pay. As we all know, many SPAM members work the overtime and details that many of us are dependent on. Guardian Insurance will be offering another open enrollment in the near future. Please watch the SPAMtional sessions put on by Guardian. The second topic I wanted to cover The plan is beneficial in more situa-

SPAM has negotiated a long term dis- at least listen to the Guardian repreability insurance plan with Guarding sentatives and see if what they have to offer would be beneficial to you.

> Fraternally, Andy Daly **SPAM Treasurer**

EDITOR....

It has been said many times before, but it is time for this Association to unite and fight for our futures. I realize there is a faction that wants to tear this Association apart, in hopes of them eventually gaining control. But what no one seems to want to think of, is the fact that as they are dismantling the Association, damage will be done that may not ever be able to be repaired.

As this command staff and EOPSS begin to decimate this Department, the fact that this Association is fractured only makes it easier for them to ruin the futures of us all. Colonels who haven't been on the road in decades are 'following orders,' and beginning the process of shrinking Field. They are planning on closing barracks and putting personnel in places that aren't equipped for additional personnel and planning to have officers covering areas where, if a trooper is in need of help, that will take an extraordinary amount of time to get someone there.

This Association has enough work to do fighting others trying to take our work. We don't need to be fighting our own people who ultimately are making it easier for others to take our work, and in turn, our jobs. Those working hard to bring this Association down, and I mean the younger members, need to think about the big picture, or else the picture will be very dim in the future.

Ed Hunter. **SPAM Secretary**

Tourier Houseper

FROM THE THE OLE SARGE SAYS...



MANAGEMENT

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BOUNDSHIP SHE SHE

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A MAN in a hot air balloon realized he was lost. He reduced altitude and spotted a woman below. He descended a bit more and shouted, "Excuse me, can you help? I promised a friend I would meet him an hour ago, but I don't know where I am." The woman below replied, "You are in a hot air balloon hovering approximately 30 feet above the ground. You are approximately between 40 and 41 degrees north latitude and between 59 and 60 degrees west longitude." "You must be an engineer," said the balloonist. "I am replied the

That -Trans

woman, "How did you know? Well answered the balloonist, "everything you told me is, technically correct, but I have no idea what to make of your information, and the fact is I am still lost. Frankly, you've not been much help so far" The women below responded, "You must be in Management," "I am," replied the balloonist, "but how did you know?" "Well," said the woman, "you don't know where you are or where you are going. You have risen to where you are, due to a large quantity of hot air. You made a promise which you have no idea how to keep, and you expect people beneath you to solve your problems. The fact is you are in exactly the same position you were in before we met, but now, somehow, it's my fault."

Remember:

Can't eat beef ... Mad cow disease

Can't eat chicken ... Bird flu

Can't eat eggs ... again Bird flu

Can't eat pork ... fears that bird flu will infect pigs.

Can't eat fish ... heavy metals in the water

Can't eat fruits & veggies ... insecticides

Can't eat bread & Pasta... too many carbs Hmm! I believe that leaves chocolate!

"Our debt to the heroic men and valiant women in the service of our country can never be repaid.

They have earned our undying gratitude. America will never forget their sacrifices."

President Harry Truman

Signal 4

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FTROOP SOFTBALL TOURNAMENT









Attention Sportsmen!

Quebec Black Bear Hunting Opportunity

Paul D'Auteuil, Registered Guide

Act Now! Limited availability.

June 11-18, 2016 June 18-25, 2016 \$1150.00



Trust the hunt of your lifetime to one of our own...

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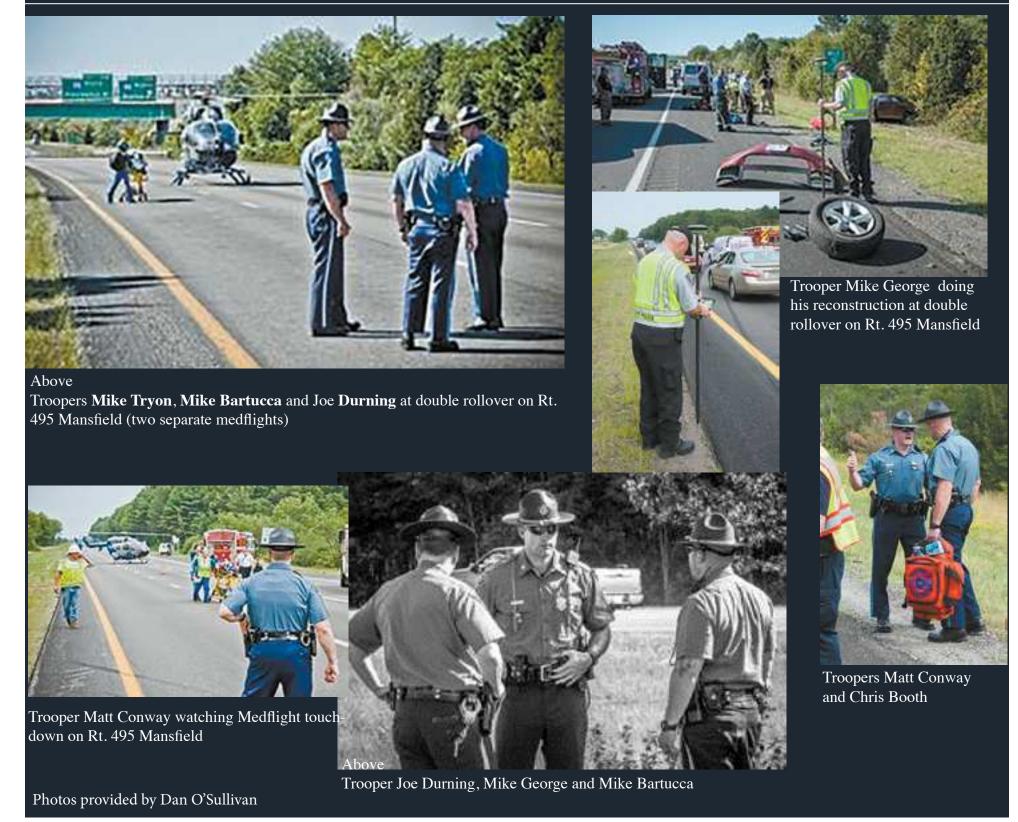
- Highest rated bear population
- 7 days of hunting
- Full guide services including retrieval and butchering of your bear
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- Active bait site guaranteed
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- Excellent fishing opportunities
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 Call or Email for additional information

Eagle Adventures, LLC 508-320-3804

eagleoutfitters44@gmail.com http://www.eagleadventures.net

TWO-VEHICLE ROLLOVER CRASH

The accident occurred on Route 495 North in Mansfield



2015 HANNA AWARDS

Trooper Shaun Bellao honored for bravery







MEET THE CANDIDATES

CONSTITUTIONAL OFFICES

SPAM PRESIDENT

Dana Pullman

I am writing to ask for your vote in the upcoming SPAM elections to continue representing vou as your Union President. I am a member of the 68th RTT, beginning my 29th year in 2016. It has been an honor to represent you and this association as President these last three and a half years. I believe this association has made consistent and strong progress both internally at SPAM and externally with our political presence and our representation at GHQ.

New Member Benefits and Settlements

The DOL settlement was one of this association's biggest accomplishments ever, over \$30 plus million in unpaid payroll collected for our members. \$26 million in cash payments and almost \$5 million in earned time (MUD) recovered for our members and retirees. This was achieved through tremendous effort and commitment by our SPAM leadership and our professionals at Lynch Associates. I cannot begin to thank Anne Lynch and Peter D'Agostino for their timeless efforts over three and a half years to bring this to such a positive resolution. Their guidance saved upwards of \$6 million in potential legal fees and years of litigation, which could have reduced each member's settlement by 30% in costs. I would also like to thank the Executive Board and my Constitutional Officers for their support throughout this sometime daunting project over the last three plus years. I truly appreciate their commitment to this effort. I have worked tirelessly to increase protections for our members and their families. It took

» Continued , **PG. 8**

SPAM PRESIDENT

Robert P. Pitts

Dear Fellow SPAM member,

in the Division of Field Services. This includes many holidays and midnight shifts along my

I have consistently watched the current leadership of SPAM divide this organization. We have a field troop that requires special qualifications of a firearm. We have members that are all working under different pay scales and benefits. We continue to stay divided as elected officials weaken collective bargaining. I have often heard the phrase "we don't bargain for the unborn, they don't pay dues". That attitude has fractured our organization to a weakness that affects our daily working relations within SPAM, and will continue to weaken us as we go forward. This leadership has set us up for failure in the future by dividing this membership. Every contract under this leadership has weakened member's benefits, which defies the vision statement of a labor organization. Despite a few cost of living raises, our contracts have gone backwards. I would like the opportunity to attempt to correct the pay and benefit gap that this current leadership has created while not compromising the benefits that previous E-Boards have tirelessly worked for. Please allow me the opportunity to

VICE PRESIDENT

Tim Babbin (Incumbent- unopposed)

Fellow SPAM Members-

My name is Tim Babbin. As a twenty-three rear member of SPAM and proud member of the 70th R.T.T., I am currently assigned as a Sergeant in the Gaming Enforcement Unit. I ve had the privilege of serving as your Vice-President of SPAM since 2008. Prior to that, I served as a Troop Representative for four years and a Barracks Representative for four years.

During difficult and often anti-labor times, I am proud to have been part of the successful leadership team in place at SPAM. This leadership team continues to ardently protect your collective bargaining rights, provide you with the finest, experienced legal representation and negotiate solid contracts which benefit the entire membership.

Often during election season, campaign rhetoric from uninformed, inexperienced and disgruntled parties on the sidelines is often circulated. While this part of running for office, the truth and facts cannot be lost in the process.

» Continued , **PG.10**

"YOU SHOULD NOT FEEL LIKE YOU WORK FOR SPAM... SPAM WORKS FOR

I am a proud graduate of the 71st R.T.T. But I am most proud of spending my 22- year career career. What I have gained in these years is the working experience, and sometimes frustration understanding the challenges this department has with honoring our contract and "doing more

» Continued, **PG. 9**

TREASURER

Andrew J. Daly (Incumbent-unopposed)

Fellow SPAM members,

My name is Andy Daly. I am a member of the 75th RTT. I have spent my career in field services in assignments in Troops B, and C.

First and foremost, I would like to thank all of you, the SPAM membership, for allowing me to serve as Treasurer of SPAM for the past three and a half years. It has been an incredible learning experience. I have worked hard, along with my fellow board members, to represent you in a respectful, professional manner. I appreciate your trust in me to represent you in such an

important position. The past few years have been filled with many challenges for SPAM and the E-Board. As soon as Dana and I took over as SPAM President and Treasurer, respectively, he made it clear that resolving the DOL grievance was an immediate priority. As you know, we got to work on this matter right away. Opening up an annex in the office adjoining ours, we brought in analysts to pour over thousands of attendance calendars to reconcile DOL's owed to our members. That was only the beginning. What many people do not realize is how much work was done politically behind the scenes to accomplish SPAM's mission of getting our members compensated

» Continued, **PG. 10**

SPAM PRESIDENT

Daniel D. Sheehan

My name is Daniel Sheehan. I am running for SPAM President. I have been a trooper since August 2002. I have been on the road my entire career. I have been through and seen many things during the past 13 years. All said and done, I have nothing negative to say about anyone or anything that pertains to this great

One of my goals as president is to make every effort to bring the new employment packages of the 80th RTTs in line with prior RTT employment packages. Another goal is to have a Cost of Living Adjustment rider (COLA) written in our contracts. All other issues will be adjusted to on the fly. Compromise is not a dirty word to me. It is a necessary component of effective

SECRETARY

Ed Hunter (Incumbent-unopposed)

I would again ask for your vote for Secretary of the State Police Association of Massachusetts. As a member of the Executive Board since 1993, I have learned a great deal of what is required to keep this Association one of the strongest labor groups in the Commonwealth and I will continue to do and say whatever is necessary to keep us moving forward.

Twenty-two years ago, when I became the H Troop Rep, things were much different. The Command Staff was much smaller and the Colonel didn't just benefit by the Contract, he ruled by it. If we had a dispute that couldn't be resolved, both sides made their case at Arbitration and we all lived by the ruling. Now, the Circle of Gold just reaps the benefits of the Contract, and then just does whatever lines the pockets of themselves and their buddies, totally disregarding the bargained Agreement. At some point, we can only hope that the Legislature sees that giving us the right to be heard in front of a neutral party is only fair.

As a member of the SPAM Bargaining Committee since the contract signed in 1995, I have been part of a group that has negotiated substantial salary increases for this Association's members. The loss of Quinn was not at the bargaining table, but was a product of the previous governor, who was no friend of law enforcement. There needs to be some kind of educational benefit available to all who do not receive Quinn, but that requires a legislative fix that will be difficult to get for this Association as long as some members are determined to split us. A statewide solution for all police officers is a separate issue and will be difficult to achieve because of the unwillingness of some who represent other departments across the state to work together for the good of us all. As long as there is unwillingness for all groups representing police in the Commonwealth to work together, we all will lose.

As SPAM Secretary, I have tried to promptly inform the membership of whatever pertinent information (that is suitable to be put in writing) is available for publication. An improved SPAM Website has been developed during my tenure as Secretary and all members now have their

» Continued, **PG. 10**

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MEET THE CANDIDATES

TROOP REPRESENTATIVES

A TROOP

James W. Martin

As all are aware election season year four. The election is a contested one and we all rely on each of you to take part, ask questions, proceed with your eyes and ears open and above all else, VOTE.

By way of background for Trooper currently assigned to SP Newbury A-2 Eves. I am a Trooper be anything else. I have always

Peabody A-7 and then progressed to Troop C from 1987-1992 where I was stationed at SP Holden C-6, CHQ K-9 and SP Leominster C-4.

I had served as Barracks Rep for most of my time at A-1 and ran successfully for Troop Rep upon is again upon us. I am once again the retirement of Tpr. Demers. In placing my candidacy for re- elec- my positions within SPAM I have tion before the members assigned always been a passionate advocate to Troop A. I have served in this of our rights as members and have capacity for the previous three years never shied away from insuring and am seeking your support for those rights are adhered to by management. My philosophy is one of doing the most good for the most members while doing no harm in the process. It is most important to me to insure that our newest members are treated fairly by managethose newer to Troop A, I am a ment and accorded all rights and privileges. I was treated very well and was looked out for by senior by choice and have no designs to personnel when I was new on the Job and take the responsibility for been an active participant in the returning that past kindness seri-Association, even before holding ously. Individual matters are hanelected office. I have spent the last dled with discretion and in concert 23 plus years at SP Andover A-1 with the member to insure their and have recently been assigned to wishes are understood and met. I Newbury. My prior assignments enjoy good working relationships began in 1986 with break in at SP across all levels and divisions of the

ATROOP

Mark S. Lynch (Challenger)

To my fellow SPAM members, I seek to represent and advocate for you as the A Troop SPAM representative. I will introduce myself by saying I have been a SPAM member assigned as a Patrol Supervisor at taken by the SPAM representative. AHQ. I have spent approximately 30 years in DIS (assigned to 2 different CPACs and VFAS) and returned to A troop 1 1/2 years ago.

My prior service in DIS will assist in my representation and advocacy of my fellow SPAM members involved as a witness or a principal claims of excessive force. I will I have been there myself as either a principal or an investigator. I know that a proactive stance by SPAM during the initial stages addresses

the involved troopers concerns and anxieties as well as sets the stage for a competent rebuttal and fight on behalf of the affected member. I can say this having been a defendant in Federal Court and in front of IA on 3 occasions during my career. Those experiences were not comfortable and have stayed with me in my career. Each of these incidents was a learning experience and I also recfor over 34 years. I am currently ognized steps that should have been

Upon my return to A Troop it was disheartening to observe a less than ideal morale and spirit among fellow SPAM members. I sensed that troopers were slightly reluctant to be aggressive and "put themselves out there" due to concerns of assigned to A Troop that become retribution by means of an EES or similar action. Troopers expressed in an officer related incident such as frustration with lack of support by a shooting, cruiser involved crash or supervisors. Make no mistake about it, the backbone of the MSP is the passionately represent you in any working Trooper, There should be investigation involving a trooper as no doubt in anyone's mind from the most junior Trooper right up to the

» Continued, **PG. 9**

ATROOP

» Continued , **PG. 9**

Lawrence P. Smith (Challenger)

A TROOP

Brian C. Williams

MEET THE CANDIDATES **BARRACK REPRESENTATIVES**

Mike Chavis (Incumbent)

GHQ

Jason Lambert (Challenger)

GHQ

Frank Robles (Challenger)

to ensure our members are treated and H, as well as DIS and DAS. I MSP were overseeing Pharmacists free to contact me with any ques-

forth by SPAM's continuous efforts overseeing them now? Day in and day out, many people including our fairly. I am seeking your support to members have been victims of auto be your GHQ barracks representatheft. These vehicles are being used I would like to take a quick tive. There are a few issues I would in other crimes, some violent and moment to introduce myself; for like to bring to the jobs attention, some not so violent. With the 82nd those of you that do not know me, to name a couple; Diversion Unit in full swing and talks of an 83rd my name is Frank Robles Jr. I am (prescription drugs) and Governors in the near future, I would like to a member of the 73rd R.T.T. I am Auto Theft Strike Force. We lost see the job bring back these highly currently assigned to the Fleet Sec- these units a few years ago in 2012. committed specialized units. Again, tion, over the past 19 years, I have Most are aware of the enormous I am seeking your support for GHQ been assigned to Troops A, B, C opioid problem in the state. We, the barracks representative. Please feel

have enjoyed the benefits brought and Doctors prescriptions, who is tions or concerns. I can be reached at the following: 508-820-2279 (Office)

> yourspamrep@yahoo.com Thank you for your time and consideration,

Tpr. Frank Robles #2668

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CANDIDATES- PRESIDENT

PULLMAN» Continued from pg. 6

thirteen months to create and negotiate the Long Term Disability Plan with confront the issues dealt with by SPAM members. Guardian Insurance for our members. This plan puts union members in a strong position in case of a catastrophic injury or health condition (heart attack, cancer etc.) We negotiated with Guardian to get them to insure your—able to get a protective clause added allowing us to reopen negotiations if total wages (details, court time, OT) to the levels that our members need, potentially to replace your entire income should you become permanently disabled, tax free. Guardian Insurance could not have been more professional and concerned about what our intentions were. They even increased our benefit from the policy that the NYSP signed when we showed that our member's salaries were that much higher. This is a great benefit and I hope you avail yourselves of this plan. On a side note, at the recent retirement boards, two of our members retiring at 72% stated they wished they had signed up for this policy at our first open enrollment. We will be having open enrollment in December, please make every attempt to attend the presentation. This Association internally is working hard to ensure we continue to be able to provide you with the best services available, including no cost financial consulting, as well as the long and short- term disability plans.

Benevolent Fund Management

Our Benevolent Fund has seen some considerable increases in corporate contributions through the dedication of Andy Daly and the entire board's involvement in making this successful. I would like to thank the countless members who have stepped up to bring people to our events and raise funds. **Public Involvement** These funds have been vital to the families we have helped, who come from all public safety departments both state and municipal, unfortunately, when suffering injury or loss of their loved one.

Over the last five months I have been working on a permanent funding stream for the SPAM Benevolent Fund, through a MA charity license plate and I have just received initial approval from the RMV/DOT to move forward with this project. This project has the potential to fund this charity in perpetuity. I hope that all members of the Department join to support this effort, as we have been able to assist so many of our members with this fund. With this plate, we will be able to broaden the support this fund provides.

Charitable Support

SPAM supports many member charitable events and provides fund-raising assistance for your causes. Member family events include: The State Police Chase, which had over 2600 attendees (a record number so far); two NTC picnics, which received huge accolades from the National Troopers Coalition; the support we give to our many teams (hockey, basketball, crew, softball, street hockey, even whiffle ball) to help with their fund raising endeavors. The charity bike events, the police memorial rides, the list goes on and on. SPAM will continue to assist member's charitable efforts, we believe this spreads the positive truth about who we are as a group, as members in the communities and the character of our people in general

We also enjoy sponsoring our many internal groups that make a profound impression on the public and other agencies alike (the bagpipers, mounted unit, the drill and ceremony unit, bomb techs, EOD units, STOP team) to name a few. SPAM is committed to helping these groups whenever possible because the positive message they put forward speaks volumes to the public. It is the best public relations possible for SPAM.

Legislative Advocacy and Elections

We have been able to turn our political action committee (PAC) into a well- funded effort, which is in full compliance with O.C.P.F guidelines, through an innovative payroll assignment system. This continues to allow us to support the people who support our causes, back our initiatives, make public safety funding a priority and help defeat threats to our jurisdiction. If you are not already a member of the PAC, please consider signing up. It costs nothing and it helps immeasurably.

evidence of our thorough vetting of those running for office to insure they vote and support to continue this mission. support the needs of our members and public safety in general.

Another victory at SPAM was our commitment to assisting one of our former board members, Tim Whelan, in his race for the House of Representatives. We were thrilled to assist him; he's a friend and an advocate of SPAM and the entire MSP.

Legal Advocacy and Contract Representation

We have had two successful contract negotiations in the last three and a half years. The first was intertwined with the DOL issue and I feel it was a good deal, in a difficult climate, with an anti-police governor, but we were still able to achieve a successful outcome. After this contract, one of our long-standing professionals, labor expert E. David Wanger announced his retirement. We wish him the best; he was instrumental in protecting SPAM and its members throughout the years, congratulations for a well deserved retirement!

After Attorney Wanger's retirement, we hired new labor counsel, Richard Lochee and Richard Mulvaney, both highly regarded labor and defense attorneys, specializing in public safety employees. Both do extensive work for our other northeast brethren in NY, CT, RI, NJ, PA, and VT. They both speak fluent Trooper and are uniquely qualified to address our issues and

Richard Lochee hit the ground running and assisted us in negotiating what we believe was the best contract in the country last year. We were even other groups negotiated any better terms (first time ever!) As well as adding a hazardous duty stipend included, with no increases to health care costs and no loss of benefits. Attorney Lochee, the SPAM Bargaining Unit and I continue to engage, trying to find more equity and benefits to enhance our next contract for early bird bargaining. We are focused on ending disparity and enhancing benefits, we are looking at every possible angle to get the best contract for this membership.

Rich Mulvaney came in guns blazing and has filed federal litigation for employee violations at Massport. He also has just had numerous victories in representing our members regarding being unjustly punished with rank reductions, being passed over for promotions, seniority and retroactive pay issues. They are both working full speed on the labor front.

In our opinion our legal defense team is the best out there, Joe Kittredge, Dan Moynihan, Rich Rafferty and Lenny Kesten, round out the full legal team to provide you with the best possible legal defense available. All of them have lengthy experience with SPAM. We are well equipped to handle any situation. We have also added the services of attorney Paul Hynes as our disability/heart bill specialist. Paul is an expert in this field and has already had some great successes for our members.

I have continued to serve on many boards and committees to represent the

- Board Member, Pension Reserve Investment Management (appointed by Gov., 2 terms)
- Vice Chairman, Northeast Regional Troopers Coalition
- Board Member, Working Massachusetts, protecting public employees'
- Board Member, MA Law Enforcement Memorial Council
- Member, Mass Gaming Commission, Public Safety Subcommittee

Management Practices and Administration

Internally at SPAM, since our move to Beacon Hill, we have made major significant upgrades to our management practices:

- IT upgrades to all informational systems
- Record keeping improvements for membership files as a result of DOL
- Archiving of SPAM legal issues, grievances, and contracts
- Implement internal corporate email system to members
- Self- publication of our Trooper newspaper resulting in a significant cost savings to SPAM
- Development of an online member voting system for future elections and contract ratifications

I would be remiss if I did not also mention the SPAM support staff. You should also be aware of the commitment they make to support the membership. From their help at the Fourth of July Esplanade detail barbeque, the Police Chase, the fund raisers, the charitable events, the golf tournaments and the list goes on. For many of these events, they donate their own time for betterment of this organization and its members.

SPAM is a large complex corporation and managing it requires the skills and oversight gained through actual experience. I have spent many years as a Barracks Rep, four years on the Board as a Troop Rep (E&C), four years as Treasurer and three and one half as President, learning the needs and setting/ achieving goals for the organization and its membership.

I want to assure you the membership of SPAM that if re-elected I will continue to give you 100% to better this association. I believe in our association and its mission. I am constantly comparing SPAM to others locally, statewide osts nothing and it helps immeasurably.

and across the country to insure our outstanding performance. I will continue
trying to find any service, product or function that will help me achieve that largest union endorsing our now Governor Charlie Baker. Of all the SPAM goal. I think this association's benefits and services are the best available right orsed candidates, each of them was ultimately elected to office. This is up to and including our retirement package. I again respectfully ask for your

> Fraternally, Dana Pullman S.P.A.M President

> > **News Items & Announcements** Can Be Submitted Electronically To

> > > Editor, Ed Hunter At:

Spamsecretary@aol.com

Our Purposed is Progress Trooper Our Goal is Excellence

CANDIDATES- PRESIDENT

PITTS» Continued from pg. 6

bring us back to the organization we used to be.

Law enforcement today is engaged in a campaign of anti-trust and hatred from some community members and elected politicians. This is not the time for SPAM's leadership to stay silent. Police continue to take unfounded accusations and violent actions against them. SPAM needs to break its silence and defend the reputation of our hard working membership. The only thing that boosts a trooper's confidence during these times is knowing that "someone has his or her back". As your president, I will initiate a campaign that will boost the moral of this organization. It is time we redirect our spending and initiate that campaign. It is time we focus on the \$54,000 PAC money we spent on political contributions in 2014 (125,000 since 2012. www.OCPF. us/80232) and start defending our membership.

As a past troop rep, and a member of this association, I have watched many good, hard working professionals run out of SPAM and replaced with personnel that supports an agenda. I've watched executive board members removed from committees. As a past troop rep, I witnessed several boards votes disregarded with no action. It is time we re-evaluate the qualifications

and effectiveness of our support staff and change how SPAM does business. But what is more important is that we evaluate the effectiveness of our support staff in a fair and equitable process, the same fair and equitable process that our fundamental foundation is based on. We have lost some of the most reputable labor attorneys over the last years. With the current climate of an anti-police society, SPAM NEEDS TO PROVIDE YOU WITH THE BEST LABOR ATTORNEYS OUT THERE...SPAM OWES THAT TO YOU...

I have spent over 6 years of my career stationed at the State House. I have made lasting friendships there and will continue to do so. As a current resident of Beacon Hill, I can guarantee that my presence on Beacon Hill and Legislative Hearings will be noticed. I have spent countless hours in the halls and offices of the State House and look forward to representing this membership in a different role.

Please support me by voting on December 7th. Sgt. Robert Pitts 781-603-5435

CANDIDATES- A TROOP REPRESENTATIVE

MARTIN» Continued from pg. 7

department, Field, DIS, DST and DAS. I work with all levels to foster a busi-you. ness discourse absent acrimony.

Major Sugrue and I have 24 hour access to each other and conduct business without letting matters become personal. We have frank and honest discourse and no punches are pulled. We do not always agree but for the most part issues can be worked out without grievances. Sometimes we agree to disagree and take the formal route. Barracks staffing and management are a huge concern and are a topic of constant discussion. Personnel levels are at a dangerously low level and I am pushing for the most personnel possible to be assigned to the barracks to insure adequate patrols and allow for time off. I also enjoy great working relationships with LtC Amodeo and our new Deputy LtC Hughes. LtC Amodeo has an open door policy with me and I have been able to accomplish a number of successes over the last years with him. These matters range from paid details to access to training that had previously been denied members. LtC Hughes has offered a further hearing on the LNG issue which has unfortunately been rescheduled a number of times, but should be heard in November.

I continue to assist members with personnel investigations and IA. I enjoy excellent rapport with our legal experts and have worked tirelessly to insure you all get the representation you need and deserve. My paramount concern is that each member be represented to their satisfaction and each case is set up with that in mind. No member will ever be forced to proceed in a manner that is against their grain or wishes on my watch. I have a great working relationship with the personnel assigned in DST and this insures that Troop A personnel are treated fairly and respectfully throughout the

There are so many areas that have been dealt with over the course of my tenure and the last year than can or should be mentioned in this public missive. I am very proud to have been a small part of our recent success in endorsing Gov. Baker. I will be making the rounds of the stations to meet with as many personnel as possible. I urge all to do their homework. Ask around your barracks and the Troop. Specifically ask those you personally respect and who you feel have you and your best interests at heart. Ask these people who they feel would best represent your interests and be able to work with you and management, if the need arose, to insure the best outcome for

I have no personal agenda other than to represent the members to the best of my ability. I do not pander to special interests or put one group of members over another. I do not negotiate or advocate for myself, I negotiate and advocate for you. I am currently in year 30 and enjoy the benefits seniority has to offer, but I do not place myself ahead of those junior to me. Ask those who have worked with me at A-1 or any of my other assignments, on a paid detail or an overtime shift and they will back that statement up. The fights I pick with management do not benefit me except in an ancillary fashion; they are for the benefit of the members at large. During the course of my tenure I have had to cancel numerous detail and overtime assignments to conduct business on your behalf, as well as take time away from my family. I cancel these assignments readily and without rancor because it is part of the job I have committed to do. My family is very gracious and understands when I have to step away from or leave a family function on SPAM business. I respond at the drop of a hat, whenever contacted, to critical incidents no matter the time of day or night. I am always ready to assist any member who asks in any way that I can. My efforts on your behalf are not limited to official departmental matters.

I make no promises, other than to do my best on your behalf and to be honest with you. Remember that you cannot please everyone all the time, but you can always do your best to do your job. There are no successes without failures and nothing is guaranteed, except my best efforts on your behalf. It should be noted that my efforts are greatly aided by those who are also committed to you. Your Station Commanders, Troop Patrol Supervisors and Barracks NCO's also work with me on your behalf and any successes I have are bolstered by their support and effort. Special thanks to Sergeants Puopolo, Kelley, O'Neil, Cote-Barthelmess, Deyermond, Troy, Coleman, Joachim and Orlando for their efforts. Lieutenants White, Cook, Hanley, Ryan, Walsh, Zani and Bibeau are also stand outs on your behalf.

Respectfully Submitted, James W. Martin #1445 Trooper Massachusetts State Police Newbury A-2 Troop A Representative

CANDIDATES- A TROOP

LYNCH» Continued from pg. 7

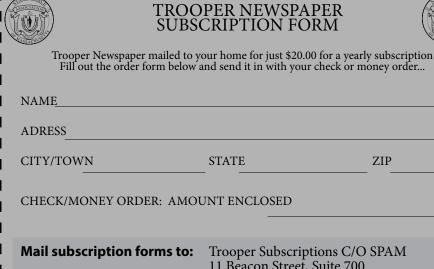
command staff.

The unequal share of overtime allotted to A Troop regarding major incidents and assignments is an ongoing issue for our troop. My plan would be to put in place an easier way for our SPAM members to receive news or information from SPAM. This would entail sending out monthly or Bimonthly emails to barracks representatives or any Trooper that wished to be included in the email chain to advise and share updates or concerns. I can't count the number of times that I heard fellow A Troopers inquiring on the state of the current contract and when we were going to receive the retro pay. There are E Board meetings taking place all the time and I am sure that was discussed.

The above issues as well as other concerns will be addressed in a more thorough manner in a future communication addressed to A Troop SPAM members individually.

In closing I can say that I will represent each and every Trooper in a fair, competent, diligent and respectful manner. Any questions or concerns can be addressed to me via cell: 781-389-4795 or ttbbb44@gmail.com

Fraternally, Mark S. Lynch



11 Beacon Street, Suite 700 Boston, MA 02108

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UNOPPOSED - VICE PRESIDENT

BABBIN» Continued from pg. 6

TROOPERS can see through the nonsense. We are not in the vague innuendo business. We are in the facts business.

The FACTS are that your current SPAM Leadership has:

- Negotiated one of the finest collective bargaining agreements in the nation; providing you, the membership, with one of the best financial and benefit packages while protecting SPAM's hard fought labor accomplishments.
- Negotiated extensions to allow for the 18.5 hour workday thereby expanding detail opportunities and saving our membership thousands of hours of personal and vacation time.
- Provided for you, the SPAM membership, the finest team of legal professionals to deliver the very best representation in defense, contractual and grievance related matters.
- Successfully negotiated a series of grievance arbitrations protecting your rights while returning millions of dollars and thousands of hours of time to the SPAM membership. This includes the three largest settlements in the history of the Association providing both monetary and contractual benefits for the membership.
- Provided continued legislative success on Beacon Hill resulting in pro-SPAM outcomes regarding Seaport Jurisdiction, Casino Jurisdiction and Detail Regulation as well as success defeating MBTA merger and the expansion of local police jurisdiction.
- Created the SPAM Benevolent Fund, which assists our membership and their families in times of hardship as well as providing a number of annual scholarships for the children of SPAM members. The fund also helps benefit other law enforcement personnel in need

These are just a small part of a long list of the many accomplishments achieved by SPAM's current leadership. There are many more. Through your current and past support, SPAM is led by a dedicated, experienced and hard-working team of Troopers who understand our job. That group of Troopers tirelessly goes about those efforts each and every day for the benefit of you, the SPAM membership.

It has been an honor to serve the membership as your Vice-President. With your support, I look forward to continued success on behalf of you, the SPAM Membership.

Please join me in supporting our President, Dana Pullman, and the rest of SPAM's leadership team and continue SPAM's legislative, contractual and legal success.

Respectfully submitted,

UNOPPOSED- SECRETARY

ED HUNTER» Continued from pg. 6

own SPAM Email address. Over the past few years, members can now get Spam-O-Grams sent directly to them. The Executive Board has tried to make it as easy as possible for you to get your questions answered.

I will continue to advocate for this Association. I will continue to be available to answer your questions, and if I don't know the answer I will find someone who does. I realize that in the past some of you haven't like the answer I had for you, but sometimes the truth isn't what some want to hear. If you have a question, don't hesitate to Email me, call me, come to H-4, or I can meet you somewhere at your convenience to discuss any issue or concern that you have.

In closing, I hope you realize how hard this Executive Board works for you all. From the President on down, everyone tries to do whatever is best for the future of this Association. So whatever your feelings are regarding pay disparities that have existed back to the 1970's, remember you will not have an issue regarding pay, if there is no work to be paid for. SPAM President Dana Pullman and this board are not only trying to find a fair way to close the pay gap, but are working to make sure that that no more of our work is given away to groups that are inferior to us and cost the taxpayers millions of extra dollars every year.

ehunter@msptrooper.org (617) 828-5718

Ed, Hunter



For information regarding advertising in Trooper Newspaper, contact:

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UNOPPOSED-TREASURER

ANDY DALY» Continued from pg. 6

for the hours they had worked. Between meetings with personnel in state agencies and the legislature, we, with our professionals, had to educate and advocate for everything our membership received. In the end, SPAM was able to achieve a settlement that totaled over thirty million dollars (\$30,000,000) in cash payments and accrued time combined, with minimal financial expenditures to SPAM.

As Treasurer, I have the responsibility of overseeing SPAM's finances as well as many other responsibilities. With help from our accounting firm and our financial advisor, we have maintained a healthy balance of giving back to our members, and placing ourselves, and future Executive Boards in position to handle whatever challenges may arise for our members. Under the oversight of the E-Board, I have tried to be as open as possible to requests from our members for charitable donations to causes that are meaningful to them. We have invested some of SPAM's resources in trying to bring our members and their families together at events like the State Police Chase and Family Fun Day. We make every effort to do what we can to make State Police events that much more professional and enjoyable for our members, while at the same time being responsible about making sure SPAM maintains a healthy balance sheet.

Over the past few years, we have also tried to update everybody's SPAM benefit package. To this end, we negotiated with Boston Mutual to have an open enrollment period in which our members can elect to voluntarily extend their guaranteed \$50,000 life insurance to \$100,000 with no questions asked and with no physical or medical background check. We are currently working with Boston Mutual to have another open enrollment period for that voluntary coverage. We have also negotiated a long term disability policy with Guardian Insurance, specifically designed for our members. This unique policy was created in recognition that a large portion of our pay is derived from overtime and details. Many conventional long term disability policies are based on your base pay, which would leave a significant financial shortfall in most of our budgets. We are currently working with Guardian on another open enrollment period for those who were unable to enroll in the first enrollment.

Recognizing the many roles of Treasurer, I have had the distinct honor of working with the bargaining committee that has worked hard to secure the last two contracts. The first contract included the thirty plus million dollar (\$30,000,000) DOL settlement terms and a six percent (6%) pay raise over two years. The second and current contract includes a nine and a half percent (9.5%) pay raise over three years. The contract also includes a hazardous duty bonus of three hundred and fifty dollars (\$350) on January 1, 2016, and seven hundred dollars (\$700) every January 1st thereafter. To my knowledge, this is one of the best contracts in the country. Led by our SPAM President, the bargaining committee put in countless hours of work, preparation, and negotiations to secure these two contracts. It has been an amazing learning experience to work with the experienced bargaining committee members, and our talented legal staff during negotiations. I ask for your vote and your confidence so I can continue to work with the bargaining committee to capitalize on the precedents that have been set with the negotiation of these last two collective bargaining agreements.

I have also worked with SPAM leadership to grow the SPAM Benevolent Fund by forming lasting relationships with companies and individuals. By educating companies and individuals about the Benevolent Fund's mission and the dangers faced by law enforcement every day, we have seen these groups step up to support this important fund. This has enabled us to assist many of our members who are seriously injured, or seriously ill. We have also reached outside our own agency to assist families who have been victims of other public safety emergencies such as the Pennsylvania Trooper slaying, and ensuing month-long manhunt for his killer. We are currently working on a funding stream for the Benevolent Fund that would enable us to reach out to assist with even more causes.

Finally, as Treasurer, I have been involved in advancing our legislative and regulatory priorities. A primary focus of the SPAM officers has to be our legislative agenda, and the legislative agendas of those who wish to take our work, cut our benefits, limit our resources, or encroach on our jurisdiction. We must remain ever vigilant on these matters, and we focus a large amount of our time and energy on this. The current SPAM leadership has been successful in defending attacks on our Seaport District jurisdiction, LEC expansion, and MBTA merger legislation. A large part of a SPAM Constitutional Officers job is to forge lasting relationships and allegiances with key legislators on Beacon Hill. Working closely with our lobbyists, we not only attend functions for key legislators; we meet with them to educate them about our areas of concern. We spend many hours at the State House and our SPAM office with these folks lobbying for bills like our 22C legislation to make the MSP a better place to work for our members. Again, learning from and working with experienced board members and talented professionals has been a privilege, one that I will continue to faithfully perform with your support.

Again, I would like to thank each and every one of you for allowing me to have the honor of serving as your Treasurer for the past three and a half years. Accordingly, I respectfully ask for your vote for the 2016-2017 term of the position of SPAM Treasurer. Our organization is only as strong as the participation of our membership. Please make sure you vote in these SPAM elections!

If you have any questions, please feel free to call me.

W-617-523-0130 C-508-320-9161

Thank you, Andy Daly Our Purposed is Progress Trooper Our Goal is Excellence



Remembering Our Fallen



NOVEMBER ANNIVERSARIES 2015

MASSACHUSETTS STATE POLICE - METROPOLITAN POLICE

T. DOLAN MSP MC UNIT



Trooper Edward A. Mahoney - November 21, 1976 - 38th Anniversary Trooper Mahoney was killed while sitting in his cruiser writing a motor vehicle violation on the Mass Turnpike in Allston when a tractor trailer unit struck his cruiser. The force of the impact caused the fuel tank to explode, trapping him inside. A seventeen-year veteran and 44 years old, Trooper Mahoney was a member of the 42nd RTT (1959) assigned to E Troop. He leaves behind his wife and four children.



Remembering Our Fallen



DECEMBER ANNIVERSARIES

MASSACHUSETTS STATE POLICE - METROPOLITAN POLICE

T. DOLAN MSP MC UNIT

Trooper Donald E. She



MDC Patrolman Robert A. Edmonds



Trooper Donald E. Shea - December 16, 1978

While responding to a traffic accident on Route 9 in Natick Trooper Shea was killed when he swerved his cruiser to avoid pedestrians in the roadway and lost control suffering fatal injuries. A three-year veteran and 28 years old, Trooper Shea was a member of the 59th RTT (1975) assigned to A Troop. He leaves behind his wife and two young sons.

MDC Patrolman Robert A. Edmonds - December 23, 1936

Patrolman Edmonds was injured when his cruiser overturned on Blue Hills Pkwy, at Audubon Road in Milton while pursuing a stolen car. While in the hospital he contracted pneumonia and died. A twelve-year veteran and 43 years old, Patrolman Edmonds was a member of the Metropolitan Police Department class of 1924. He leaves behind his wife and five children.



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