

# Public Safety Labor News

Index

January - December 1999

DESCRIPTION	CASE CITATION	ISSUE
<b><i>Affirmative Action</i></b>		
Court upholds race-based promotion to lieutenant.	<i>Boston Police Superior Officers Federation v. City of Boston</i> , 147 F.3d 13 (1st Cir. 1998)	January
Supreme Court refuses to hear appeal of decision that invalidated affirmative action plan used by Dallas Fire Department.	No case citation.	May
Firefighter affirmative action plan more likely to be upheld if it addresses gender.	<i>Danskine v. Metro Dade County Fire Department</i> , 59 F.Supp.2d 1252 (S.D.Fla. 1999)	November
<b><i>Age Discrimination</i></b>		
Firefighter loses age discrimination lawsuit.	<i>Baron v. City of Highland Park</i> , 1998 WL 901700 (N.D.Ill. 1998)	July
Police inspector wins \$100,000 in "dead wood" age discrimination case.	<i>Courtney v. City of New York</i> , 20 F.Supp. 655 (S.D.N.Y. 1998)	February
<b><i>Americans With Disabilities Act</i></b>		
Firefighter's depression does not constitute a disability.	<i>Leisen v. City of Shelbyville</i> , 153 F.3d 805 (7th Cir. 1998)	February
Supreme Court holds employee not required to use contract arbitration for ADA violations.	<i>Wright v. Universal Maritime Service Corporation</i> , 525 U.S. 70 (1998)	February
Employee who fails to manage controllable diabetes not entitled to protections of ADA.	<i>Burroughs v. City of Springfield</i> , 163 F.3d 505 (8th Cir. 1998)	April
\$500,000 disability discrimination verdict for assistant fire chief reinstated on appeal.	<i>Hamlin v. Wright et al</i> , No. 97-1026 (6th Cir. January 8, 1999)	April
Supreme Court refuses to hear appeal of Tenth Circuit ADA case.	<i>Griffin v. Steeltech, Inc.</i> , 160 F.3d 591 (10th Cir. 1998).	June
Direct inmate contact an essential function of corrections officer's job.	<i>Krees v. Wallenstein</i> , 8 AD Cases 1629 (9th Cir. 1998)	June
First major ADA fitness-for-duty examination case decided.	<i>Watson v. City of Miami Beach</i> , 177 F.3d 932 (11th Cir. 1999)	July
U.S. Supreme Court decides ADA case involving Social Security benefits.	<i>Cleveland v. Policy Management Systems, Inc.</i> , 119 U.S. 1597 (1999)	July
Supreme Court greatly restricts scope of ADA.	<i>Sutton v. United Airlines</i> , 119 U.S. 2139 (1999); <i>Albertson's, Inc. v. Kirkingburg</i> , 119 U.S. 2162 (1999); <i>Murphy v. United Parcel Service, Inc.</i> , 119 U.S. 2133 (1999)	August
Civil service commission has obligation to consider reasonable accommodation under ADA.	<i>Cook v. City of Cincinnati</i> , 9 AD Cases 424 (OhioApp. 1999)	September
Federal court of appeals issues major decision on ADA's obligation to reassign employees to vacant positions.	<i>Smith v. Midland Brake</i> , 180 F.3d 1154 (10th Cir. 1999)	November
<b><i>Arbitration Decisions</i></b>		
New Jersey arbitrators can award less than either party proposes.	<i>Hudson County Prosecutor</i> , 24 NJPER P 2903 (N.J. PERC 1998)	April
Arbitrator is not bound by prior firefighter arbitration decisions.	<i>Town of Stratford v. International Association of Fire Fighters, Local 998</i> , 728 A.2d 1063 (Conn. 1999)	September
Harmonizing a consent decree and an arbitrator's decision.	<i>Fraternal Order of Police, Lodge #5 v. City of Philadelphia</i> , 30 PPER P 30111 (Pa. LRB ALJ 1999)	November

<b>Bill Of Rights</b>		
Section of New York Bill of Rights declared illegal.	<i>City of New York v. DeCosta</i> , 675 N.Y.S.2d 517 (N.Y. 1998)	March
<b>Brady Law</b>		
Brady Act amendments upheld by another federal appeals court.	<i>Gillespie v. City of Indianapolis</i> , 185 F.3d 693 (7th Cir. 1999)	September
<b>Canine Units</b>		
Canine officer awarded custody of dog.	<i>City of Detroit</i> , 111 LA 789 (Brown, 1998)	May
<b>Civil Lawsuits</b>		
Employer that fails to comply with reinstatement order liable for attorney's fees.	<i>Police Commissioner of Boston v. Gows</i> , 705 N.E.2d 1126 (Mass. 1999)	August
Lawsuit challenging transfer rendered moot by officer's retirement.	<i>Cannon v. City of Watervliet</i> , 693 N.Y.S.2d 334 (N.Y.A.D. 1999)	October
Supreme Court to decide more Eleventh Amendment issues.	No case citation.	November
Former Seattle police sergeant fails to exhaust civil service and contract remedies, loses case.	<i>Bickford v. City of Seattle</i> , 983 P.2d 1124 (Wash.App. 1999)	December
<b>Civil Rights</b>		
Stuffing report in mouth and handcuffing of recruit does not constitute violation of federal Constitution.	<i>Fournier v. Reardon</i> , 160 F.3d 754 (1st Cir. 1998)	May
<b>Civil Service Commissions</b>		
Civil Service Commission need not hold public hearing to ratify hearing officer's decision.	<i>Bollinger v. San Diego Civil Service Commission</i> , 84 Cal. Rptr.2d 27 (Cal.App. 1999)	August
<b>Collective Bargaining</b>		
No right to negotiate over mace in face.	<i>City of Newark</i> , 24 NJPER P 29161 (N.J. PERC 1998)	January
"Zipper clause" does not waive midterm bargaining rights.	<i>Village of Tarrytown</i> , 21 NYPER P 4540 (N.Y. PERB A.D. 1998)	January
City allowed to unilaterally reduce retiree medical benefits.	<i>Aeneas McDonald Police Benevolent Association v. City of Geneva</i> , 703 N.E.2d 745 (N.Y. 1998)	January
Local 1826 granted recognition by Florida PERC.	No case citation.	January
Houston Police Officers' Union and City reach tentative agreement.	No case citation.	January
Court upholds arbitrator's award that ended negotiations between FOP lodge and city.	<i>Fraternal Order of Police, Lodge 8 v. City of Cleveland</i> , 15 OPER P 1385 (OhioApp. 1998)	February
Negotiators have obligation to support collective bargaining agreement.	<i>Borough of Tenafly</i> , 24 NJPER P 29109 (N.J. PERC 1998)	February
Lodi and its firefighters finally reach an accord.	Report in <i>Labor Beat</i> , published by Carroll, Burdick & McDonough (September, 1998)	February
Court finds even Smokey The Bear should know union members should not sit on management's negotiating team.	<i>Local 834, International Association of Fire Fighters v. City of Bridgeport</i> , 1998 WL 707820 (Conn.Sup. 1998)	March
Maryland's governor introduces collective bargaining legislation for state employees.	No case citation.	April
City required to pay fire lieutenant wage increase.	<i>City of Broadview Heights</i> , 16 OPER P 1250 (Ohio SERB 1999)	September
City obligated to provide information about police misconduct program.	<i>Fraternal Order of Police, Lodge #5 v. City of Philadelphia</i> , 30 PPER P 30076 (Pa. LRB ALJ 1999)	September
Individual employee may not claim violation of union's bargaining rights.	<i>Matter of Jersey City</i> , 25 NJPER P 30065 (N.J. PERC Director 1999)	September
City attempting to repeal collective bargaining rights of police officers and firefighters violates election law.	<i>City of Sherman v. Hudman</i> , 996 S.W.2d 904 (Tex.App. 1999)	October
Florida PERC rules that Deland police sergeants should be excluded from bargaining unit.	<i>Teamsters Local Union 385</i> , 25 FPER ¶30189 (Fla. PERC 1999)	December
Cape May County, New Jersey sheriff's officers and sergeants must stay in bargaining unit.	<i>County of Cape May</i> , 25 NJPER ¶30148 (N.J. PERC 1999)	December
Employer prohibited from unilaterally increasing wages.	<i>Denbow v. Borough of Leetsdale</i> , 30 PPER P 30133 (Pa.Sup.Ct. 1999)	December

<b>Discipline</b>		
Split federal court holds no need for <i>Garrity</i> warnings in disciplinary interviews.	<i>Hill v. Johnson</i> , 160 F.3d 469 (8th Cir. 1998)	March
No <i>Weingarten</i> violation where promise of no discipline made.	<i>Ingagham County, Michigan</i> , 11 MPER P 29059 (Mich. ERC 1998)	March
Officer who refused to perform strip searches unable to prove retaliation.	<i>Gubitosi v. Kapica</i> , 154 F.3d 30 (2nd Cir. 1998)	March
Interest available on back pay in California civil service disciplinary cases.	<i>San Diego County Deputy Sheriffs' Association v. San Diego County Sheriff's Department</i> , 68 Cal.Rptr. 4th 1084 (Cal.App. 1998)	May
Discipline upheld for deputy who was disrespectful to judge who ate her pizza roll.	<i>County of Cook</i> , 99-1 ARB ¶5428 (Nathan, 1998)	May
Officer reinstated after termination for diversion device incident.	<i>Vancouver Police Officers Guild and City of Vancouver; Gibson Grievance</i> (10/21/98)	June
No right to attorney in disciplinary "walkthrough."	<i>In The Matter Of Civil Service Charges Against Donald Piper</i> , 1998 WL 880489 (OhioApp. 1998)	July
Police chief disciplined for assigning new car to himself.	<i>Erickson v. Civil Service Commission</i> , 704 N.E.2d 522 (Mass.App. 1999)	September
Illegal to not postpone disciplinary interview to accommodate schedule of union representative.	<i>International Union of Operating Engineers, Local 39 v. State of California Department of Corrections</i> , 23 PERC P 30102 (Cal. PERB ALJ 1999)	October
North Carolina sheriff not required to follow own disciplinary procedures.	<i>Buchanan v. Hight</i> , 515 S.E.2d 225 (N.C.App. 1999)	November
Nine-month disciplinary investigation violates just cause.	<i>City of Peoria and Peoria Police Benevolent Association, FMCS No. 98-04663</i> (Draznin, 1999)	November
Racial slurs unrelated to job of firefighter.	<i>Holmgren v. City of Saint Paul</i> , 1999 WL 759975 (Minn.App. 1999)	December
<b>Discrimination</b>		
In major anti-union discrimination case, county ordered to reinstate fired sergeant with full back pay.	<i>Illinois Fraternal Order of Police Labor Council and the Sheriff of Rock Island County</i> , 15 PERI P 2029 (Ill. SLRB 1998)	January
Promoting African-American rather than woman not illegal discrimination.	<i>Bobash v. City of Toledo</i> , 717 N.E.2d 725 (OhioApp. 1998)	January
Police inspector wins \$100,000 in "dead wood" age discrimination case.	<i>Courtney v. City of New York</i> , 20 F.Supp. 655 (S.D.N.Y. 1998)	February
Community policing assignments cannot be made by race and gender.	<i>Wilmington Fraternal Order of Police, Lodge 1 and City of Wilmington</i> , AAA Case No. 14-290-00937-98 (Hogan, 1998) (Unreported decision; copies available from Labor Relations Information System)	February
Employer may not ban only fired union president from police building.	<i>Michigan State University</i> , 11 NPER P 29049 (Mich. ERC 1998)	February
County required to promote sergeant it discriminated against because of union activity.	<i>Sheriff of Jackson County v. Illinois State Labor Relations Board</i> , 705 N.E.2d 924 (Ill.App. 1999)	July
City discriminates against officer for invoking right to representation in disciplinary interview.	<i>Teamsters, Local 714 and City of Highland Park</i> , 15 PERI 2004 (Ill. SLRB 1999)	September
Chicago police officer makes "creative, clever, but incorrect" argument about domestic partner benefits.	<i>Cleaves v. City of Chicago</i> , 1999 WL 781664 (N.D.Ill. 1999)	December
Corrections officers lose suit to drop trousers.	<i>Seabrook v. City of New York</i> , 80 FEP Cases 1452 (S.D.N.Y. 1999)	December
Decision of civil service board insulates employer from discrimination liability.	<i>Stimpson v. City of Tuscaloosa</i> , 186 F.3d 1328 (11th Cir. 1999)	December
<b>Drug Testing</b>		
Federal drug testing law supercedes state constitution.	<i>O'Brien v. Massachusetts Bay Transportation Authority</i> , 162 F.3d 40 (1st Cir. 1998)	May
<b>Due Process</b>		
Changing members of hearing board violates trooper's due process rights.	<i>Lott v. Department of Public Safety and Corrections</i> , 712 So.2d 660 (La.App. 1998)	April
Actual in-person hearing not required in all termination cases, Louisiana court says.	<i>Abel v. City of Kenner Municipal Fire and Police Civil Service Board</i> , 716 So.2d 451 (La.App. 1998)	April

Failure to grant police officer hearing results in reversal of termination.	<i>Cannon v. City of Hammond</i> , 727 So.2d 570 (La.App. 1998)	June
Property right can be created by personnel manual in Missouri.	<i>Hamby v. City of Liberty, Missouri</i> , 1999 WL 559625 (Mo.App. 1999)	October
<b>Duty Of Fair Representation</b>		
Fire union held not to violate duty of fair representation.	<i>Waterbury Firefighters Association v. State Board of Labor Relations</i> , 1998 WL 234833 (Conn. 1998)	March
<b>Equal Protection</b>		
Extension of probation does not violate equal protection.	<i>Cilderman v. City of Los Angeles</i> , 80 Cal.Rptr.2d 20 (Cal.App. 1998)	March
<b>Fair Labor Standards Act</b>		
Court rules emergency medical technicians not eligible for 207(k) exemption.	<i>West v. Anne Arundel County, Maryland</i> , 137 F.3d 752 (4th Cir. 1998)	January
Employees who make informal complaints about overtime violations not protected by anti-retaliation provisions of the FLSA.	<i>Lambert v. Ackerly</i> , 180 F.3d 997 (9th Cir. 1998)	January
Federal appeals court rejects renewed attack on <i>Garcia</i> decision.	<i>Fraternal Order of Police, Lodge 3 v. Baltimore City Police Department</i> , 164 F.3d 624 (4th Cir. 1998)	February
Court rules time canine officers spend with dogs may be compensable even if "unreasonable."	<i>Holzapfel v. Town of Newburgh</i> , 4 WH Cases2d 1097 (2nd Cir. 1998)	February
City need not include FLSA pay in firefighters' pension calculation.	<i>Kreeft v. City of Oakland</i> , 80 Cal.Rptr.2d 137 (Cal.App. 1998)	March
No compensation for officers traveling to off-site training activity.	<i>Imada v. City of Hercules</i> , 138 F.3d 1294 (9th Cir. 1998)	March
Supreme Court to decide FLSA case.	No case citation.	April
Reserve police officers not entitled to compensation under FLSA.	<i>Todaro v. Township of Union</i> , 40 F.Supp.2d 226 (D.N.J. 1999)	July
Supreme Court eliminates private FLSA lawsuits against states.	<i>Alden v. Maine</i> , 119 U.S. 2240 (1999)	August
City does not forfeit 7(k) exemption by paying overtime more generously than required by the FLSA.	<i>Milner v. City of Hazlewood</i> , 165 F.3d 1222 (8th Cir. 1999)	August
Court upholds "fluctuating workweek" for deputies; as more overtime worked, overtime rate is reduced.	<i>Anderson v. County of Kershaw</i> , 172 F.3d 862 (4th Cir. 1999)	September
Wisconsin EMTs lose claim for on-call time.	<i>Dinges v. Sacred Heart St. Mary's Hospitals, Inc.</i> , 164 F.3d 1056 (7th Cir. 1999)	September
City does not necessarily have to comply with FLSA's record keeping requirements in order to claim Section 7(k) exemption.	<i>Adair v. City of Kirkland</i> , 185 F.3d 1055 (9th Cir. 1999)	October
Court holds that city is entitled to treat paramedics under Section 207(k) exemption for firefighters.	<i>Lang v. City of Omaha</i> , 5 WH Cases 865 (8th Cir. 1999)	October
Supreme Court to hear comp time case.	<i>Christensen v. Harris County</i> , 98-1167	November
Fire investigators are not covered by fire protection 7(k) exemption.	<i>Lockwood v. Prince Georges County</i> , 58 F.Supp.2d 651 (D.Md. 1999)	November
Two federal courts reject FLSA claims arising out of sick leave confinement policies.	<i>DeBraska v. City of Milwaukee</i> , 189 F.3d 650 (7th Cir. 1999); <i>Aiken v. City of Memphis</i> , 190 F.3d 753 (6th Cir. 1999)	November
FLSA allows employer to force employees to use compensatory time.	<i>Collins v. Lobdell</i> , 188 F.3d 1124 (9th Cir. 1999)	December
Court rules that compensation exceptions exist for "normal travel."	<i>Kavanagh v. Grand Union County</i> , 192 F.3d 269 (2nd Cir. 1999)	December
Award of liquidated damages on retaliation claims is at the discretion of the court.	<i>Braswell v. City of El Dorado, Arkansas</i> , 5 WH Cases2d 868 (8th Cir. 1999)	December
<b>Family And Medical Leave Act</b>		
FMLA limits fitness for duty examinations.	No case citation.	May
<b>Firefighter's Rule</b>		
California court expands Firefighter's Rule to cover training situations.	<i>Pfau v. Kim's Hapkido</i> , 87 Cal.Rptr.2d 588 (Cal.App. 1999)	October

<b><i>Fitness For Duty Evaluations</i></b>		
Statements by physician on fitness for duty evaluation protected by conditional privilege.	<i>Turner v. Fletcher</i> , 706 N.E.2d 514 (Ill.App. 1999)	June
<b><i>Freedom Of Association</i></b>		
No constitutional right to promote Ku Klux Klan rally at jail.	<i>Weicherding v. Riegel</i> , 14 IER Cases 897 (7th Cir. 1998)	February
Deputy has constitutional right to cohabit.	<i>Marcum v. Catron</i> , 1999 WL 796553 (E.D.Ky. 1999)	December
<b><i>Freedom Of Speech</i></b>		
Comment about officer's own residency outside city not constitutionally protected.	<i>Mishk v. DeStefano</i> , 5 F.Supp.2d 194 (S.D.N.Y. 1998)	January
Public statements about officer-involved shooting can result in discipline.	<i>Davidson v. City of Elkhart</i> , 696 N.E.2d 58 (Ind.App. 1998)	January
Chief calling felonious city council candidates felons protected by First Amendment.	<i>Cragg v. City of Osawatomie</i> , 14 F.3d 1343 (10th Cir. 1998)	February
Prison warden wins damages in free speech lawsuit.	<i>Campbell v. Arkansas Department of Corrections</i> , 155 F.3d 950 (8th Cir. 1998)	March
Police union loses defamation lawsuit against mayor who made series of false statements about it.	<i>The Executive Board of Local 403 of IBPO v. Barrett</i> , 1998 WL 755306 (Mass. 1998)	March
Police chief has less free speech rights than other officers.	<i>Phillips v. Town of Pamplico</i> , 172 F.3d 44 (4th Cir. 1999)	April
Federal court strikes down fire department's media contact rules.	<i>Providence Firefighters, Local 799</i> , 26 F.Supp.2d 350 (D.R.I. 1998)	May
City ordered to reinstate officer who wore "booby trap" tee shirt.	<i>City Hollywood and Broward County PBA</i> , 112 LA 38 (Miller, 1999)	August
Masked police officer's statements that police chief was vindictive not protected by First Amendment.	<i>Kokkinis v. Ivkovich</i> , 15 IER Cases 577 (7th Cir. 1999)	October
Allegation that district attorney assaulted female employees and drank on the job protected by the First Amendment.	<i>Jandro v. Foster</i> , 53 F.Supp.2d 1088 (D.Colo. 1999)	October
High constitutional standard applied to police department's order not to discuss internal affairs complaints with union and attorneys.	<i>Milwaukee Police Association v. Jones</i> , 192 F.3d 742 (7th Cir. 1999)	November
Rule banning wearing of buttons held unconstitutional.	<i>Scott v. Meyers</i> , 162 L.R.R.M. 2077 (2nd Cir. 1999)	December
<b><i>Grievance Procedure</i></b>		
Grievances over manner in which fires were handled held arbitrable.	<i>City of Perth Amboy</i> , 29 NJPER P 29148 (N.J. PERC 1998)	February
When should grievance be filed when no contract is in effect?	<i>City of Sallisaw, Oklahoma and Fraternal Order of Police, Lodge 148</i> , 99-1 ARB ¶5508 (Moore, 1999)	August
<b><i>Grooming Codes</i></b>		
Ban on Muslim police officers' facial hair held religious discrimination.	<i>Fraternal Order of Police, Lodge 12 v. City of Newark</i> , 170 F.3d 359 (3rd Cir. 1999)	June
<b><i>Heart-Lung Act</i></b>		
Extension of Heart-Lung Act to City of Philadelphia does not violate law.	<i>City of Philadelphia v. Fraternal Order of Police, Lodge #5</i> , 723 A.2d 747 (Pa.Cmwlth. 1999)	August
<b><i>Hiring Practices</i></b>		
Fire department not required to follow pre-hire agreement.	<i>Alaska Public Employees Association</i> , 99-1 ARB ¶5424 (Landau, 1998)	May
<b><i>Indemnification</i></b>		
City required to indemnify officer for lawsuit arising out of off-duty incident.	<i>Groseclose v. City of Tulsa</i> , 1998 WL 810073 (Okla. 1998)	March
<b><i>Insurance</i></b>		
Retired police officers and firefighters entitled to maintain same levels of health insurance in effect on date of retirement.	<i>Della Rocco v. City of Schenectady</i> , 160 LRRM 2246 (N.Y.App. 1998)	May

No violation to increase health insurance co-payments at greater rate for union members than for non-union employees.	<i>Hamilton County Sheriff</i> , 111 LA 363 (Paolucci, 1998)	July
<b>Legislation</b>		
California bill granting binding arbitration makes its way through state legislature.	No case citation.	July
<b>Light Duty</b>		
No light-duty jobs required in fire department.	<i>Burch v. City of Nacogdoches</i> , 174 F.3d 615 (5th Cir. 1999)	September
<b>Management Rights</b>		
Employer acted reasonably in eliminating stations.	<i>Department of Justice, State of Montana</i> , 98-2 ARB ¶5352 (Prayzich, 1998)	June
<b>Military Service</b>		
National Guard discrimination lawsuit booted from federal court.	<i>Velasquez v. Frapwell</i> , 160 F.3d 389 (7th Cir. 1998)	May
<b>Nepotism</b>		
Daughter of city councilman can be denied police job on nepotism grounds.	<i>Roche v. Town of Wareham</i> , 24 F.Supp.2d 146 (D.Mass. 1998)	February
<b>Overtime</b>		
Arbitrator enforces contract clause which makes overtime voluntary.	<i>City of Akron</i> , 111 LA 705 (Franckiewicz, 1998)	June
Court refuses to overturn arbitrator's award requiring weekend overtime pay in Philadelphia.	<i>City of Philadelphia v. Fraternal Order of Police, Lodge #5</i> , 720 A.2d 811 (Pa.Cmwlth. 1998)	March
<b>Past Practice</b>		
Past practice does not negate rule of three for firefighters.	<i>City of Richland</i> , 111 LA 872 (Lumbley, 1998)	June
Police union waives right to challenge changes in past practices.	<i>Patrolmen's Benevolent Association of the Village of Walden v. Kinsella</i> , 693 N.Y.S.2d 323 (N.Y.A.D. 1999)	October
<b>Pay Practices</b>		
No right to merit raises in Georgia.	<i>Johnson v. Fulton County</i> , 14 IER Cases 1003 (Ga.App. 1998)	April
Payments made to employee in lieu of insurance contributions not included in regular rate of pay.	<i>Theisen v. City Maple Grove</i> , 41 F.Supp.2d 932 (D.Minn. 1999)	May
<b>Pay Step Increases</b>		
Raises approved for Harris County, Texas deputies.	No case citation.	February
<b>Pensions</b>		
What happens to pensions in a divorce?	<i>Johnson v. Johnson</i> , 726 So.2d 393 (Fla.App. 1999)	August
Retirees not entitled to refund of pension contribution.	<i>Lee v. Municipality of Bethel Park</i> , 722 A.2d 1165 (Pa.Cmwlth. 1999)	September
Employer has right to use excess pension funds.	<i>Koster v. City of Davenport</i> , 183 F.3d 762 (8th Cir. 1999)	September
<b>Personal Leave</b>		
Department memorandum cannot overrule contract.	<i>Village of Spring Valley and Policemen's Benevolent Association of the Village of Spring Valley</i> , LAIG 5518 (Adelman, 1999)	July
<b>Political Activity</b>		
Troopers' spouses, but not troopers, allowed to have political lawn signs.	<i>Horstkoetter v. Department of Public Safety</i> , 159 F.3d 1265 (10th Cir. 1998)	May
No politically loyal way to arrest a thief.	<i>Jantzen v. Hawkins</i> , 15 IER Cases 832 (10th Cir. 1999)	December
<b>Promotional Examinations</b>		
Firefighters allowed to collectively refuse to take lieutenant's examination.	<i>Village of Skokie v. Illinois State Labor Relations Board</i> , 714 N.E.2d 87 (Ill.App. 1999)	October

<b>Promotions</b>		
Race-based promotions in Dallas Fire Department ruled illegal.	<i>Dallas Fire Fighters Association v. City of Dallas</i> , 150 F.3d 438 (5th Cir. 1998)	June
Oral interview does not constitute merit-based promotional system.	<i>Texas Department of Public Safety v. Moore</i> , 985 S.W.2d 149 (Tex.App. 1998)	June
<b>Public Records</b>		
E-mail may not be public record.	<i>State ex rel. Wilson-Simmons v. Lake County Sheriff's Department</i> , 13 IER Cases 1874 (Ohio 1998)	May
<b>Right To Privacy</b>		
Internal affairs violates Wiretap Act.	<i>Dance v. Pennsylvania State Police</i> , 726 A.2d 4 (Pa.Cmwlth. 1999)	June
Disclosure of firefighters' names and salaries to press does not violate privacy rights.	<i>International Association of Fire Fighters, Local 1264 v. Municipality of Anchorage</i> , 973 P.2d 1132 (Alaska 1999)	July
<b>Sexual Harassment</b>		
Firefighter waits too long to bring sexual harassment lawsuit.	<i>Garrison v. Burke</i> , 165 F.3d 565 (7th Cir. 1999)	June
New case sets standards for sexual harassment liability in small public safety units.	<i>Sharp v. City of Houston</i> , 164 F.3d 923 (5th Cir. 1999)	November
<b>Staffing</b>		
Fire department violates minimum staffing clause in contract.	<i>City Independence</i> , 111 LA 637 (Neas, 1998)	July
<b>Subcontracting</b>		
New Jersey Supreme Court holds police unions have no right to negotiate over subcontracting.	<i>City of Jersey City v. Jersey City Police Officers Benevolent Association</i> , 713 A.2d 472 (N.J. 1998)	March
Court overturns arbitrator's award; allows subcontracting of corrections.	<i>Delaware County v. Delaware County Prison Employees Independent Union</i> , 713 A.2d 1135 (Pa. 1998)	April
Subcontracting of police R&D job overturned.	<i>Port of Seattle</i> , 98-2 ARB ¶5261 (Skratek, 1998)	May
<b>Termination</b>		
In upholding the firefighter's termination, court refuses to apply exclusionary rule.	<i>Kelly v. Civil Service Commission</i> , 691 N.E.2d 557 (Mass. 1998)	January
Department terminates Gumno for misconduct, not for serving in Air Force Reserves.	<i>Gumno v. Village of Depew</i> , 159 F.3d 770 (2nd Cir. 1998)	February
Department acts too late to extend probationary period.	<i>Zeron v. City of Los Angeles</i> , 79 Cal.Rptr.2d 130 (Cal.App. 1998)	June
Court defers to arbitrator who overturned dismissal of probationary employee.	<i>City of Cincinnati v. Queen City Lodge #69, Fraternal Order of Police</i> , 1999 WL 34603 (Ohio App. 1999)	June
Probationary employees in Ohio can either appeal discharge under contract or to civil service.	<i>Anderson v. City of Massillon</i> , 1999 WL 174851 (OhioApp. 1999)	August
<b>Tuition Reimbursement</b>		
Employer within its rights in denying tuition reimbursement for law school.	<i>Ohio Patrolmen's Benevolent Association</i> , 98-2 ARB ¶5204 (Adamson, 1998)	May
<b>Unfair Labor Practice</b>		
Employer's rules requiring prior approval of materials posted on bulletin boards struck down.	<i>Fraternal Order of Police, Lodge #9 v. City of Reading</i> , 30 PPER P 30030 (Pa. LRB ALJ 1999)	July
City violates arbitrator's reinstatement order by not issuing police officers' badges, weapons, and proper identification, and by not compensating for lost overtime.	<i>Fraternal Order of Police Lodge #5 v. City of Philadelphia</i> , 30 PPER P 30105 (Pa. LRB ALJ 1999)	October
Ohio court upholds finding that sheriff's office retaliated against FOP for taking bargaining position on holidays.	<i>Hamilton County Sheriff v. State Employment Relations Board</i> , 1999 WL 650804 (OhioApp. 1999)	December
<b>Uniforms</b>		
State has right to bar wearing of union insignia in prisons.	<i>California State Employees Association v. State of California</i> , 22 PERC P 29100 (Cal. PERB ALJ 1998)	April

<b>Union Dues</b>		
Supreme Court decides union dues case.	<i>Marquez v. Screen Actors Guild</i> , 119 U.S. 292 (1998)	February
<b>Wages</b>		
Florida Highway Patrol PBA urges members to reject contract proposal because of inadequate wage increase.	No case citation.	July
<b>Whistleblower Protection</b>		
Unfavorable arbitrator's decision does not bar subsequent whistleblower suit.	<i>Dominguez v. City of San Antonio</i> , 985 S.W.2d 505 (Tex.App. 1998)	July
<b>Workers' Compensation</b>		
Reserve police officer not entitled to workers' compensation benefits for car crash on way to back up other officer.	<i>Lanman v. Oklahoma County Sheriff's Office</i> , 958 P.2d 795 (Okla. 1998)	April
Suspect biting police officer's finger ruled to be "traumatic event."	<i>Muller v. Board of Trustees</i> , 719 A.2d 699 (N.J. 1998)	April
Sergeant not entitled to workers' compensation benefits after car accident suffered following visit to sixth bar in evening.	<i>City of North Bay Village v. Millerick</i> , 721 So.2d 1230 (Fla.App. 1998)	April