

MEMORANDUM

TO: All Du Page County Deputies
FROM: Joseph M. Andalina
DATE: August 15, 2011
SUBJECT: More news/press letter



Attached is a letter I recently sent to the Fence Post at the (Du Page) *Daily Herald*. I had no illusions that they would print it as it mentions the \$1.3 million spent by the county to fight you and we all know that the press, for some reason, doesn't appear to want to print that. I'll bet the press bosses gasped for air when I brought up the *Tribune* investigation into Zaruba, too.

I sent the letter to other reporters also, but my opinion is that their failure to write on this subject comes from the higher-ups and not with the independent reporters. Therefore, I am sending it to all of you and will post it on the web with this memo, in order to reach as many visitors to our site as possible.

I also touched on the issue of Zaruba's referring to you all as "subordinates" and not as his deputies or employees. I find it insulting and it just illustrates what he may think of you. You're just his subordinates that present a challenge to his line supervisors to manage. To me, that's a crock. I can see where you might just shrug your shoulders as "business as usual." But MAP is here to fight for you and to be your voice. I trust you see that is exactly what we will continue to do.

As an update, your brass has tried to deny another grievance. This will take some time, but don't be intimidated. We will keep up the pressure until they abide by the rules.

And finally, isn't it nice that we obtained your first contract and the county-wide cuts in benefits by your employer **will not** affect you? Sick time and vacation time, will be affected, but not for you. All other non-union employees will see their benefits eroded. But not you.

To make it all better as they cut the benefits, all the non-union employees will get a \$500 raise. I love bosses like this. They are good for our union business. We are also working to expedite your retro checks and raises. It's another fight, but we will get there. Be patient.

I hope you are all well and enjoying the benefits of affiliating with MAP. Call on your local board with assistance on your union matters.



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Fence Post Daily Herald

Recently, John Zaruba, in a *Daily Herald* article, urged the county to spare cuts to his office. What caught my attention was his closing statements.

If the two-part investigative stories in the *Chicago Tribune* on Zaruba getting campaign cash from his workers and his unevenness of discipline does not illustrate why the deputies and MAP battled for 10 years to bring a union here, your article should.

Zaruba says it (recent contract) limits the flexibility of (his) first-line supervisors to efficiently manage their subordinates. Zaruba didn't talk about the cost of the contract.

No wonder. It cost the county, according to an FOIA obtained by MAP, at least \$1.2 million to fight his "subordinates." Why hasn't the *Herald* reported that wasted taxpayers' money? The true cost of labor here—fighting your subordinates. The sheriff can't refer to them as his employees? Or his deputies? No, to him they are only subordinates.

Not anymore. They are individuals with a voice now in their career. It has nothing to do with public safety, as he apparently tries to spin his deputies' union. It has to do with his deputies having a say in their working environment.

Zaruba probably doesn't appreciate this as he is no longer the Great and Powerful Oz at the sheriff's office.

Joseph M. Andalina
President

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