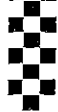


Elk Grove Village and our Unfair Labor Practice Charge

Recently in our belief, the Village of Elk Grove committed an unfair labor practice when their mayor called for a mandatory meeting for members of our MAP #141 police chapter. MAP believes, as you will read in the below charge, that this meeting called for the express purpose of intimidating the chapter members into taking concessions. I believe you will get its purpose as you read on.

-Editor



ILLINOIS LABOR RELATIONS BOARD

Elk Grove

STATE PANEL: 320 West Washington Street, Suite 500
Springfield, Illinois 62701-1135
(217) 785-3155 FAX: (217) 785-4146

LOCAL PANEL: 160 North LaSalle Street, Suite S-400
Chicago, Illinois 60601-3103
(312) 793-6400 FAX: (312) 793-6989

DO NOT WRITE IN THIS SPACE
CASE NUMBER
DATE FILED

CHARGE AGAINST EMPLOYER

INSTRUCTIONS: In accordance with the Illinois Public Labor Relations Act, 5 ILCS 315 (2000), and the Rules and Regulations of the Illinois Labor Relations Board, 80 Ill. Adm. Code §1200.20 and 1220.20, the following information is required. Submit an original and one (1) copy of this charge to the Illinois Labor Relations Board. If more space is required for any item, attach additional sheet(s), numbering items accordingly. State Panel cases (e.g., State of Illinois, municipal and county government) must be filed in Springfield; Local Panel cases (e.g., City of Chicago and Cook County government) must be filed in Chicago.

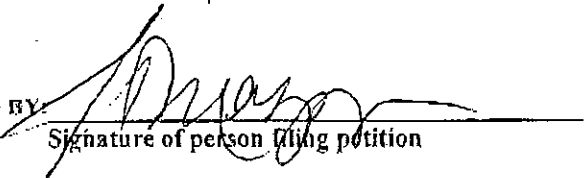
This agency is requesting disclosure of information that is necessary to accomplish the statutory purpose as outlined under 5 ILCS 315 (2000). Disclosure of this information is REQUIRED. Failure to provide any information will result in this form not being processed.

BY STATUTE ONLY CHARGES FILED AND SERVED ON THE PARTIES WITHIN SIX (6) MONTHS OF THE DATE OF THE EVENT OR CONDUCT WHICH IS THE SUBJECT OF THE CHARGE WILL BE PROCESSED BY THE ILLINOIS LABOR RELATIONS BOARD.

1.	NAME OF EMPLOYER/DEPARTMENT (against whom charge is brought) Village of Elk Grove Village	TELEPHONE NUMBER 847-439-3900
	ADDRESS 901 Wellington Avenue, Elk Grove Village IL 60007	FAX NUMBER
		E-MAIL
2.	EMPLOYER REPRESENTATIVE James Baird, Seyfarth Shaw	TELEPHONE NUMBER 312-460-5806
	ADDRESS 131 S. Dearborn Street, Suite 2400, Chicago, IL 60603	FAX NUMBER 312-460-7806
		E-MAIL jbaird@seyfarth.com
3.	NAME OF CHARGING PARTY Metropolitan Alliance of Police Elk Grove Village Police Chapter #141	TELEPHONE NUMBER 630-759-4925
	ADDRESS 215 Remington, Unit C, Bolingbrook, IL 60440	FAX NUMBER 630-759-1902
		E-MAIL mapunion@msn.com
	JOB TITLE (at time of alleged unfair labor practice) police officer	
4.	CHARGING PARTY REPRESENTATIVE Joseph R. Mazzone	TELEPHONE NUMBER 815-725-7000
	ADDRESS 3033 W. Jefferson Street, Suite 208, Joliet, IL 60435	FAX NUMBER 815-725-7141
		E-MAIL maplaw@comcast.net

5.	It is alleged that the above-named employer has engaged in (an) unfair labor practice(s) within the meaning of Section 10(a) subsection (2) and subsection (1) of the Illinois Public Labor Relations Act.
6.	<p>BASIS OF CHARGE (specify in detail: facts, names, addresses, sites, dates, etc.) (use attachments if necessary)</p> <p>Date(s) of alleged wrongful action(s): March 30, 2010</p> <p>Name(s) of individual(s) involved: M.A.P. Elk Grove Village Police Chapter #141, Mayor Craig P. Johnson</p> <p>Location(s) of alleged wrongful action(s): Elk Grove Village</p> <p>Describe what happened: See attached</p> <p>SUPPORTING DOCUMENTS (please include copies of any documents relevant to your charge)</p>
7.	<p>RELIEF OR REMEDY SOUGHT BY CHARGING PARTY</p> <p>See Attached.</p>

I have read the above petition and all attachments. The statements contained therein are true to the best of my knowledge and belief.

BY: 
 Signature of person filing petition

NAME: Joseph R. Mazzone

TITLE: Attorney/Metropolitan Alliance of Police

DATE: May 6, 2010

6. BASIS OF CHARGE:

Describe What Happened:

The Village of Elk Grove Village, by and through its' Mayor, Craig P. Johnson, hereinafter referred to as "Johnson", without cause and in an arbitrary and capricious manner ordered a mandatory meeting with all on-duty members of the Metropolitan Alliance of Police Elk Grove Village Police Chapter #141 on March 30, 2010 at 2:00 p.m. at the Village of Elk Grove Village Police Department. The members were informed that they would be subject to discipline if they failed to attend. This meeting was scheduled while there was pending a vote by the Union on whether or not to accept the Village's demands for concession in a contract extension agreement.

Upon the Union being notified of such meeting, whose apparent intent was to intimidate members of this Union to vote in favor of the Village's demands for concessions, counsel for the Metropolitan Alliance of Police, Joseph R. Mazzone, caused to be sent to counsel for the Village of Elk Grove, James Baird, an e-mail on March 30, 2010 at 9:09 a.m. informing the Village, through its' counsel, that a mandatory meeting to discuss the Union's off-the-record proposal was inappropriate and in violation of Section 10(a)(1) and 10(a)(2) of the Illinois Public Labor Relations Act and the Village was asked to cancel such meeting. It was further requested that any communications between the Village of Elk Grove and Metropolitan Alliance of Police take place at the bargaining table with the appropriate representatives present. A copy of said e-mail is attached hereto and marked as Exhibit "A".

On Tuesday, March 30, 2010 at 2:00 p.m. all second shift Union members and all Union members working the third shift were ordered by the Village to report to the Village Hall for a meeting with Johnson. The Chief of Police and both Deputy Chiefs were also in attendance. The meeting lasted approximately twenty (20) minutes. Johnson began this meeting with a tone of voice which was obviously angry and condescending. He threatened the membership with lay-offs and stated that he had heard rumors that the membership felt that the lay-offs were a bluff. He then stated very directly "I don't bluff". Johnson continued stating his displeasure with the Police Union and that the original contract proposal by the Village needed to be brought to a vote and further stated that to say he was frustrated and "pissed off" are understatements since the Union Board failed, in his mind, to bring the Village tendered off-the-record proposal to a vote. Johnson further made valed threats such as "you folks live in a very nice world, you guys don't realize how nice you have it", further stating "the public is pissed off at government employees" and further "its beyond my comprehension how you guys can throw 3 other guys under the fucking bus", further stating that "overtime is a gift".

Johnson went on further to make statements on how proud he was of the Fire Department and Public Works Union because they had agreed to concessions mandated by the Village and how disappointed he was with the Police Union. Johnson further stated that the lay-offs would be "3, 5, 7, 10 officers, whatever it may be, all of that stuff is going to be determined by what you guys do", again threatening lay-offs as a retaliation for the Union failing to agree to the Village's demand.

The membership of this Union was addressed in an insulting and condescending tone and threatened by Johnson on numerous occasions during the course of the twenty (20) minute mandatory meeting in order to force a yes vote to the concessions demanded by the Village.

The conduct exhibited by Johnson is in violation of Sections 10(a)(1) and 10(a)(2) of the Illinois Public Labor Relations Act in that Johnson threatened job security as a way of obtaining agreement to the Village proposal.

That the conduct of Mayor Johnson was unacceptable. That sanctions against the Village of Elk Grove for mandating a meeting and refusing to cancel a meeting are in order.

7. RELIEF OR REMEDY SOUGHT BY CHARGING PARTY:

The Metropolitan Alliance of Police Elk Grove Village Police Chapter #141 respectfully requests the following:

- a. That the Board immediately file actions against the Village of Elk Grove Village to restrain and enjoin them from intimidating tactics and attempts to effect the outcome of ratification votes by this Union, and to cease collective bargaining communications without the appropriate Union and Village representatives present.
- b. The Board issue an Order requiring that the Village of Elk Grove Village post the findings of the Illinois Labor Relations Board issued herein.
- c. That the Board assess costs and attorney's fees against the Village of Elk Grove Village.
- d. The Board issue an Order for any other relief the Board deems just and reasonable.