

MEMORANDUM

TO: All MAP member Du Page Deputies
FROM: Joseph M. Andalina
DATE: September 12, 2011
SUBJECT: Follow up



As you may know, we have had a variety of grievances filed by your members. Your local president, Paul Ledogar, and his staff have ensured the compliance of timelines to advance these grievances. He has met with some obstinate supervisors on every level, but has maintained his professionalism and advanced your grievance issues.

MAP will be ready to arbitrate the first volley in the coming weeks. In order to maintain the viability of your contract, we must provide the muscle to have your employer follow what is in the contract. It is no longer simply possible for them/Zaruba to say no. If a grievance cannot be resolved, or in these first few instances when your bureaucratic sheep who follow the sheriff's every word won't even look at the grievance, then it's off to arbitration according to the appropriate timeline.

Your sheriff's administration whether on their own or by order of the sheriff have refused to even look at or accept some grievances, avoiding all dialogue.

So we will advance your grievances and keep you apprised. In some instances, grievances may not be advanced or even ultimately won. However, these early grievances will go forward because again, your supervisors will not even follow the steps in the contract.

When that happens, the arbitrator will make the decision and the county will have to split all costs to the arbitration, court reporter, and transcripts, while both sides pay for their own attorneys.

On another note, I sent letters to the **Daily Herald** editor on various dates. I consistently question the politics of the sheriff's office as relates to you and the fact that the county spent millions to fight you.

Nothing until about three weeks ago, when a reporter did call me to tell me he wants to do a story on the expenditures. He stated he asked Zaruba for the costs to their principal attorney, Jim Baird, et al. He said Zaruba did not answer him.

So I sent him a copy of our FOIA request we received from the county for expenses paid to this one law firm over this battle—the old Seyfarth and Shaw lawyers and their new firm when they split from S & S.

I advised the reporter that the FOIA received from the county totals over \$1.2 million dollars. It does not include other attorneys or expenses of the brass where they sat in meetings over the last 10 years pulling on each other's fingers.

He acknowledged receipt of them and he said he would call the following Monday. That's been over three weeks as of this writing, and I don't think he is calling.

I told him we were not looking for retribution, just some fair play as his paper constantly disparages cops and public sector workers, desiring to take away your pension, benefits such as sick time and wages.

All MAP and their members want is fair and equal air-time. He was sympathetic and seemed to want to do a story, but...I'm not holding my breath. Maybe the editors at the paper just aren't interested, because this reporter seemed to want to write something. It's you and us, just as it's been for years. We had your back then and will continue to do so.

In closing, isn't it nice that your benefits, such as the aforementioned sick time, have not been diminished as other non-union employees, including your line supervisors?

See, unions do work.

Stay safe.