

MEMORANDUM

TO: Du Page County Deputies
FROM: Joseph M. Andalina
DATE: August 2, 2011
SUBJECT: Contract and grievances



Your contract is real. Know it. Use it. We fought hard for this document. Remember, to make it viable, timely, and usable, you must adhere to its rules the same as you expect your employer and all their supervisory personnel to do.

By that, I mean if you know or suspect a violation of your contract, you must file a grievance. If, for example, your supervisor pulls you off of a shift to avoid paying you overtime, or they outright deny overtime, file a grievance. If they violate another aspect of your contract, file a grievance.

Your denial of your contract or other labor rights no longer ends with your sheriff, county official or their designated toady. True, some of your supervisors are on your side, but they will fall behind the old “I was ordered to do this” or whatever denial is initially made.

Whatever the excuse or rationale, it is not enough to prevent you from filing a grievance if you feel cheated, screwed, or tattooed. In fact, we at MAP encourage you to file grievances. Not every one can actually go to arbitration, but that is how we sort out what encompasses real contract violations or issues that can be resolved: with dialogue; go up the steps—that’s why you have this process.

That is what a contract grievance procedure is for—to discuss issues and try to resolve them **before** they go to arbitration. But in many instances, especially in the beginning, some supervisors will try to maintain the status quo and keep you from filing grievances or they were ordered to test you by denying grievances.

Be aware of this. If they succeed in convincing you through sympathetic means or outright collusion or intimidation, you could lose your right to grieve an issue. If in doubt, file. Your administrators cannot outright deny a grievance from being filed. If they tell you something is not a grievance or they won’t accept one, file it and give it to them anyway. They know if they miss a timeline, it doesn’t matter. They know if you miss a timeline, you lose.

So file and take it up the steps until the issue is resolved and a decision is made by the union whether the matter can be arbitrated or not. The employer, regardless of what baloney they may spew out, cannot deny your grievances from going to arbitration. They can deny steps, but then you just go to the next one until a decision is made by the union/chapter officials if a case will go to arbitration.

MAP has recently met with your chapter leaders and we went over training in these areas. Your union officials have named stewards which should be posted at your facility. They also have grievance forms and will show you how to file them.

Your contract is on our website and being printed in booklet form at this writing. They will be distributed to you shortly. More meetings will be scheduled and look for more information from MAP in the future.

In closing, obviously if all is nice and wonderful in Oz, then don't file a grievance. But if it isn't—then file. Likewise if your boss comes to you and says not to file a grievance because they have to change your work schedule or deny your overtime and they want you to cooperate, you'd better think about granting that request. Your employer has aptly demonstrated that they will fight to keep you in the dark and maintain status quo that they are in control.

Not filing a grievance when it is your right will only result in you losing before you even begin. Call with any questions or see your local chapter officials for more information.