

# MEMORANDUM

**TO:** All Du Page Deputies  
**FROM:** Joseph M. Andalina  
**DATE:** August 4, 2011  
**SUBJECT:** Grievances, Part II



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Well, as I predicted, your local chapter board president, while filing your first grievance, ran into an obstinate colonel at Step I.

The colonel would not allow the deputy to submit his class action grievance unless it was put on a “To/From” form, sort of like the memo I am corresponding with to you. The problem with the colonel’s response is that it is not his or his boss’ decision to dictate to you or to MAP how a grievance can be filed or what is acceptable.

These are **our union** grievance forms, not the colonel’s or the other autocrats in the department. Our forms will be used at all times—not theirs. MAP will not allow the bozos in the front office to take over our grievance procedure by telling you or MAP that the forms we use are unacceptable to them.

Like I predicted in my earlier letter, I thought they would do something like this. They are either childish, ignorant, or simply controlling—maybe all three. But I said they could do this and they tried. This is more of a continuing behavior problem that infects some in the sheriff’s department hierarchy.

You would think these grown-ups in positions of power would try to work with you to resolve problems. Mr. Colonel refused to accept the grievance unless it was done his way. Sorry, this is not Burger King.

But the grievance was left at Step I supervisor’s office and his refusal was considered a denial. We advised your president to take the grievance to Step II.

Make no mistake, the colonel’s rejection is a denial. His denial of a grievance where he states he can’t resolve it, or chooses not to resolve it is part of the process, but his refusal to accept our forms is immature. No other grievance forms exist but MAP’s, and we will not accept any form they put together, because Du Page County does not dictate to MAP how, why, or where a grievance is filed.

If they continue to act in such a churlish manner, we will file further grievances, ULPs, pull them into labor hearings and make them look stupid.

Do we want to do that? Nope. Will we? Yep. We prefer to get along, cooperate, and work out our issues. They apparently do not want to do this. So our chief counsel called one of the State's Attorney in Du Page and explained this issue to him. Hopefully this individual can talk some sense into the sheriff's office. If not, it's business as usual.

Don't be discouraged. Be polite and respectful when filing. Do not use their form—only MAP's. Write down everything they say and send it to us if they give you a hard time, bully you, or are condescending in any manner. Bring a witness to your filings, because they most assuredly will try to intimidate you by having multiple toadies, er... I mean supervisors, in the room.

We prefer to get along, but as they say in sports, "This ain't (MAP's) first rodeo."

By the way, your local chapter president handled himself very well. You are in good hands.