

## **An Unhappy Camper**

Below is an email received from a member who thinks that MAP and I (your most humble MAP president) should pretty much try to be nice to their employer, Du Page County. Her reasoning is that since we “won” the election and obtained a contract after almost 15 years of acrimony, we should take the “high road.” She apparently does not like my “scrappy tone” either. She doesn’t seem to get it why a union president should have a “scrappy tone.” She admits she wasn’t for the union and only signed in order to get along.

I wonder how she feels now that her employer cut benefits to all non-unionized employees at Du Page County.

My response also follows. Quite lengthy, something I usually do not do, but I believe it was necessary to illustrate why I am such a “scrappy” guy. But as they say in television land—“You make the call.”

### *Editor*

-----Original Message-----

> From: Deputy Diane Ferguson DSO #214 <  
> Date: Sun, 7 Aug 2011 16:12:21  
> To: <mapunion@msn.com>  
> Subject: Feedback via the Web Form  
>  
> Your name\*:Deputy Diane Ferguson DSO #214  
> Your e-mail address\*:  
> Your phone number:  
> Subject\*:Tone of Memorandums following our contract  
> File attachment:  
> Your message\*:After reading the "Grievance, Part II" dated August 4,2011-I finally feel I need to speak up. At first I didn't want the union.I went along to get along. Then when I learned of what our road guys were put thru, I knew it had to be put in place. I have nothing but respect for those who fought so hard to make it happen. What I can't let go of now is Mr Andalina's street scrappy tone. Sounds like we amped up so much in the fight, we can't ratchet it down a notch. People behave just as we expect them- fulfilling the negative expectation. Name calling of 'childish, ignorant or simply controlling' only makes us look small. We,as the ones who prevailed, should take the higher ground- refuse to engage or to even show that it has caused us to bristle. We see how it is. If you say a 'behavior problem infects the sheriff's hierarchy' then we give it power by acknowledging it. Don't forget the pride we all have in wearing the uniform of DSO. We can hold each other to a higher standard-bottom up and > top-down. Why not name 'the Colonel' instead of churning the rumor mill while we all guess and look suspiciously at who it might have been. We know our local chapter president will be the first to lead us- we are lucky to have him. But is this how the contract is gonna be? Looking for a fight at every turn. We prevailed.We are the victors. Lets be glorious in that victory and not adversarial. Its new ground we all walk on-it is horrible to watch the bristled attitudes and one upsmanship as many are flexing their new union muscles. We are stronger than we know so why let it rattle us. We do what is fair and right and we do as provided for in our contract. There doesn't have to be snide namecalling. We have accomplished what no others have before for all their attempts. Can we please face these expected challenges with the remedies available to us without the street tactics. Please consider what I've said here. I've been with DSO 16years- I've seen how far we've come. We are ! a cut above-lets not diminish our standing with cheap shots.

- > Share this message in a newsletter or on facebook or however in a mailing but don't ignore what I've said - I am not the only one feeling this.
- > Fergie #214
- > Do you want a call-back?:Yes

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From: mapunion@msn.com  
To:  
Subject: FW: Feedback via the Web Form  
Date: Mon, 8 Aug 2011 12:42:29 -0500

Dear Deputy:

I read your email with great interest. MAP has been fighting to get the deputies in DuPage organized for close to 15 years. I limit the time to about 10-12 years in recent letters simply because of original setbacks as we tried to determine which groups wanted to be in the union; courts, patrol and/or corrections. I won't go into the details of all those years; you can get that from your local board. Once we got started your sheriff and some on your county board were as ignorant as they could be - litigating everything and anything making a simple molehill into a mountain, as well as going after your own deputy colleagues simply because they wanted a union.

Don't forget the fact that MAP was INVITED here. Your fellow deputies ASKED MAP to come in and fight for them. And we did just that for well over a decade and did so without charging anyone dues, except for those who needed legal defense (which they joined voluntarily.) We provided that defense over and over again to deputies who were transferred and/or punished inequitably, sometimes for just being involved in the organizing. MAP won most of those hearings in a variety of ways. Again, ask your local leadership, as they can attest to this. And believe me over the years I sat and spoke with many deputies and listened to their concerns as to how they were being intimidated and jerked around by the brass. I'm with them and not the administration. The administration's treatment of the deputies and of MAP over this time has molded us in reacting as we do.

We defended your right to organize before the ILRB in too many hearings to even go into, before the local courts, twice in the appellate courts and also before the Illinois Supreme Court in Springfield. The county fought YOU and your colleagues and did everything in their power over and over again to defeat you from doing what the overwhelmingly majority wanted, which was to obtain a union that actually would fight for them, a contract, a redress of your grievances and a VOICE in your working environment.

We accomplished that and more. They continually tried to demoralize your deputies over the years and to drag them apart and wear them out. It didn't work.

I have the highest respect and esteem for those deputies who stuck with me and MAP. I am not going to rollover now because some have not been involved in this fight from the beginning. I can't do that to them.

And still your leaders continue to fight and denigrate your chapter. So they make it very difficult for all of us to say, ok, we won, let's all just get along. We are ok with that. They obviously will not do this-co-operate and work together, UNLESS it is their rules that we follow.

Just last week they tried to deny your very first grievance on overtime, something that affects all of you. They attempted to con your locals to just accept THEIR interpretations and were obstinate enough to demand that your deputies follow THEIR rules on grievances. Hello, DuPage brass, it doesn't work like

that anymore. And a condescending attitude to your fellow deputies is the norm with some. My job is to be there for you and provide assistance from the union when this stuff happens.

And your sheriff, if you read his comments in the press, is still obstinate when he calls you his "subordinates" and says the union inhibits the ability of his line supervisors to manage. No, it doesn't. They are supposed to work with you to resolve problems. They appear not to want to do that. And is that what you are-his subordinates? How about fellow law enforcement colleagues? How about employees? How about just his deputies? Do you not see a power thing going on here? There's more, so read the statement. If you want to be a subordinate, then fine. I know others deputies who take offense to that based on the content. I know I would.

But it is not business as usual anymore, and some don't like that. Thus they now say it will be a challenge to manage you. Please! The deputies sought us out and we won- together. YOU have your first contract, merit is gone, some discipline can be arbitrated, you have a grievance procedure that does not end with the employer saying no and much, much more.

You might be very naive, or as you said in your missive, DID NOT want the union. That speaks volumes on where you are coming from. Especially when you accuse us of not taking the high road. Shouldn't you say that about your employer? It is obvious that you know little of what is really happening and you should really go to your chapter officials to learn more why we took "the gloves off" a long time ago. Maybe as I said before, you just haven't been there and don't see what led us to this point.

We just react to their behavior and we will continue to do so. If you disapprove, that's your opinion and I respect that. But MAP will do what the majority would like us to do. And we have been successful. However if my or other memos offend you, just send me an email and I will direct our staff to omit you from future letters that you may not agree with. Whatever you want to do is your choice and ok with MAP.

Also we omitted the colonel's name so as to not embarrass him. It's possible he was just following orders. I gave him the benefit of the doubt. Maybe he will come around and work with us. If not there is plenty of time to name him and others over time, if needed. Remember, the sheriff and the county thought nothing of spending over \$1.3 million dollars of taxpayers' money to keep the union out. They swore, despite your members' desires, to never allow a union there and have screwed over many punishment wise and are now just pissed off because they lost and now refuse to take your grievances.

So, WHO is not taking the HIGH ROAD? This is about fighting when necessary. If they want to fight, then it's what they will get from MAP. And your board is up to the challenge. Once they play nice, or as you say "ratchet it down," so will MAP...until then the ball is in their court.

I will convey your note and concerns to your local chapter deputies so you can discuss these issues with them. I will also post your email on our web site along with my response per your request.

I appreciate your correspondence. At least you will have received a response from the boss. That's something that we never got from your boss. No meetings, no responses, no nothing, just arguments and contentious behavior.

Sincerely,  
Joe Andalina

PS...I also appreciate your sentimentality on my "scrappy tone" And I AM DAMN WELL PROUD OF IT. I can get worse too, and will if the occasion presents itself. On the contrary, it makes your chapter look large, not small as you suggest. What your employer wants is for you and MAP and your chapter to go back to the old ways and roll over. You have to fight hard to keep what you have gained. Our reputation

is to fight for our members. There are only a few who want us to back off. I am sorry to report to you that this, in your chapter would only lead to a sign of weakness and disaster for all of you. But once again, co-operation from your employer will be met with same. We have tried and tried but it made no difference to them in the past. So, it really is their turn to demonstrate to us that they wish for a harmonious relationship. They will get one if they so choose.. If you have been absent from the fight, deputy. Join up and see what really goes on. You just may eventually agree with not only MAP but with your board also.

And just for your information, I'm a retired police officer with over 25 years on the job. No discipline either in all those years even though my bosses tried valiantly to jerk me around since I started MAP in 1983 while I was still a cop. So I've been around the block and have been successful with thousands of members in obtaining their goals. I will, with our staff, continue to do so with DuPage.

In closing I would suggest that you write a similar letter to Zaruba. I'm curious to see what he says about how he wants peace and co-operation and that harmonious relationship with the union and its members. Let me know what he says. And tell him to call me. I promise you mine is forthcoming...but not until he treats you all with a modicum of respect.