



The RAPSheet

Fall 2011 • Quarterly Publication

METROPOLITAN ALLIANCE OF POLICE • NEWS, VIEWS AND EVENTS

Destroying pensions can break your heart

By Joseph Andalina

Summer is long gone. Fall is making its escape and soon it will be winter. Oh joy, that means snow any day now! At press time, we have seen only more of the same from our leadership in Springfield. Redundant duncery, I like to call it. More of the same endless vehement attacks on police and public sector employees.

The overriding thing one can take away from this is some of these politicians want to really destroy collective bargaining and unions. Well, we know

Republicans want that, but what is up with Democrats?

Easy—they run local municipal governments, too, and they see a way to hide behind the “red” officials and beat down unions to get concessions and take back raises, benefits, and other concessions.

You have heard it said over and over again that it is the politicians who have reneged on their promise and their responsibilities to fund their share of pensions. Truer words have never been spoken. And of course you just can’t get a fair shake from the press, either. That is what is perplexing. The 4th estate used to be sympathetic to workers’ rights. Not anymore, it seems.

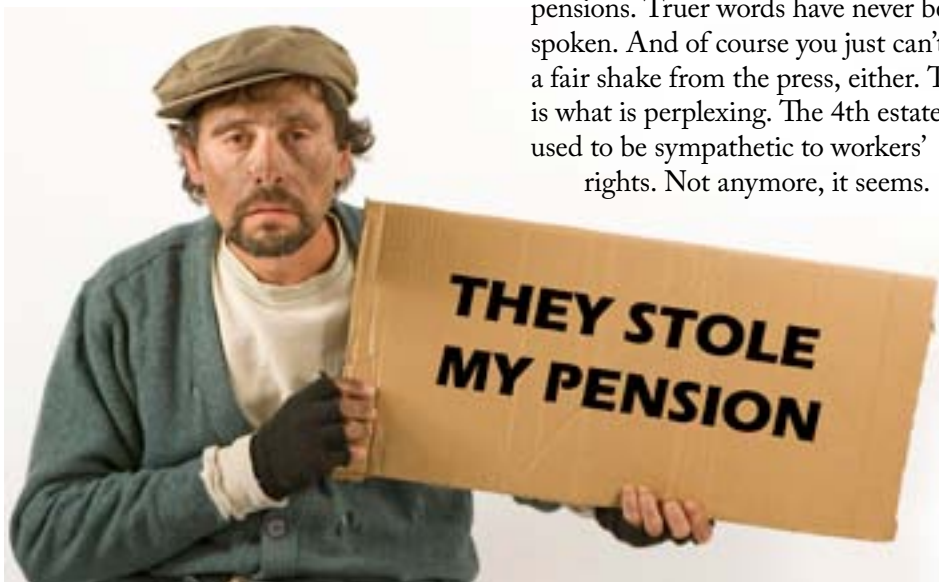


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Now they just want to spread the “contagion” that we are greedy, over-paid, and have fat-cat pensions. If we really cared about the “kids,” they say, we would take less pay as teachers and work longer hours for a bonus pay and forget the contract. A disguised version of merit pay creeping back in the vernacular?

As far as cops go, the folks who walk the line from chaos to peace to you all, we should sympathize for the folks who lost their jobs, don’t get a pension, or have no marketable skills and give back to the community. We should do this by giving up our pay, and our obscene (to them) benefits,

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Chaplain's Column

By: Thomas Ross

Metropolitan Alliance of Police

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Some things in life change the way we look forward. Recently, my older brother died. Over the past five years, I have buried 3 in-laws, so lots has happened to change our family. When my Mom and Dad died, I realized my brothers, sister and I were the family. My brother's death caused me to think about the face to face contact our family has with each other. So we decided to do a tour out East and through Ohio to visit and break bread with family and friends. It's so easy today with talking with everyone over the phone and some social media, but nothing beats being face to face.

Besides his death, one of the sad things about my brother was his distance from his sons. God only know what actually drove them apart but that is how he died. I am happy to say our immediate family is intact and we all talk and cherish the times we can be together. Which brings me to my point; how is your family doing? Shortly we will be looking to the Thanksgiving and Christmas season to lift our spirits. There is reason to hope despite two wars, facing global financial insecurity; people losing their homes to foreclosure; millions of others who have no medical safety net; still more who are homeless, hungry or living under brutal and repressive regimes around the world. Despite all this and more, there is reason to hope as we embark on the holiday season. In the center of all of this, in the center of our lives as families, faith communities, neighborhoods — our life together on planet earth — dwells the Prince of Peace. At the very center of who we are dwells God. Our greatest power and our greatest gift.

People say that the Gospel message is the ideal to which we are called. Rather than engage the Gospel, people run away, seeking safety in rules, regulations and rituals; marks of respect and places of honor. In our flight, we flee from meeting the needs of others and we flee from any possibility of experiencing in our lives the indwelling peace of God. It is only by living the Gospel, doing what seems impossible, that we will know God, as individuals and as a family.

So the question is: how do we walk from the here and now into January without getting overwhelmed or completely depressed? We do it by walking more slowly, with greater attention and awareness.

We do it by simply not engaging in disputes about how the turkey ought to be stuffed, the lights hung or the hymns sung. We do it by not engaging our anger, resentments and unreasonable expectations. We do it by doing each small thing in front of us with care; doing the best we can without trying to be perfect or expecting perfection from others. My Mom always said, "If you have nothing good to say, then say nothing." We do it by lightening up on ourselves and others; relying not on our own power but on God and His power at work within us.

Time and money are often in short supply but the greatest gift we can give, and can all afford, is the gift of peace, offering a



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Chief's Follies

By: Joseph Andalina

#1. The chief who should know better.

Thirty years on the job. A central Illinois chief of police was recently tagged by police and charged with DUI. Pulled over for no tail light on his trailer, the officer who stopped him smelled alcohol on his breath. Asked twice to take a Breathalyzer test by this officer and the lieutenant, the chief of Chillicothe PD refused, not once but twice. After a failed sobriety test, the chief was arrested and charged with DUI.

He was put on administrative leave by the mayor. For the second time.

The chief who doesn't get it was arrested last year for domestic battery and criminal trespass. The charges were eventually dropped but a pattern is developing here.

Thirty years on the job and this leader doesn't know yet that you can't smack a family member, trespass after being told not to, nor drive a car while impaired.

What in the manual of common sense doesn't he understand? Not quite an example of follow me boys, is it?

#2 The not-so-great and powerful Oz.

Well, we did it. After more than a decade of fighting, MAP obtained

the first-ever contract in Du Page County as noted elsewhere in the last (June) issue of the Rap Sheet. Since then, some vindictive leaders in Du Page have brought out their arsenal of ignorance, obstinance and stupidity to infringe on the bargaining rights of the deputies.

Grievances filed have been denied even before we got to the first step. Well, of course we ignored them and advised the chapter to pass their grievances up the ladder. If the childish supervisors refuse to look at them or sign off on them, then just go to the next step. And keep going on. Pocket vetoes do not work in the grievance procedure.

The administration wants MAP to use their form. We say, aah, well, not so fast; whose grievances are they? They do not have the right to dictate how, why, or when grievances are filed, nor do they have the right to implement their grievance forms for the union.

But these infantile behaviors are well ingrained in Du Page County. Who else other than these wasters of taxpayers' money would spend close to \$1.2 million dollars to keep a union out of Du Page County? They laughed and swore that a union would never come to the Du Page sheriff's office, but ho, ho, ho, who has the last laugh now?

Most of this \$1.2 million went to the lawyers of Seyfarth & Shaw, some of who raked in about \$345 an hour for their expertise in fighting unions. Not money well spent. (Most of the "billable hours" attorneys who were involved



with Du Page at Seyfarth and Shaw have left that firm to start their own agency, where they can continue to be management that they can fight MAP.)

These deep pocket governments keep hiring them for their lackluster results. These attorneys should thank MAP for providing decent salaries, benefits, and vacations to them from the never-ending checkbook governments like Du Page. Hey, don't have anything (much) against these lawyers—but I wish I could find folks drunk enough to pay me \$345 an hour. (As an aside, there are other attorneys and expenses shelled out for Du Page. The \$1.2 million was only to Seyfarth and Shaw attorneys.)

But I digress. The sheriff seems to be harboring ill will towards MAP and his deputies. The anti-union animus is striking. I can only surmise that the behavior at the county, which now also includes lecturing, scolding, and writing up deputies for the made-up reason

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Legislative News

by: Joseph Andalina

#1. The Big One

It's over. MAP won. Du Page Patrol and Court Services have their first ever contract. Last June, a negotiated and ultimately stipulated arbitration award came into force.

After more than a decade of fighting as outlined here over the years, MAP and the deputies won. Those in the sheriff's office who laughed and swore that there would never be a union in the sheriff's office are trying to digest their words, which they obviously had to eat. Even after taking us to court disputing the legislative intent of parts of the Labor Act—they lost—and failed to legislate the union out. That was just one of many tactics used by the county, the sheriff, and their blood-sucking lawyers to beat MAP—to no avail.

A recently elected County board made up of reasonable people worked together, and aside from some disputes, the aforementioned stipulated award was obtained.

We are and have been working on contract enforcement (despite the shenanigans of a few brass) who may or may not have been following orders from some strong diabolical force to screw with their deputies. This will take time before the sheriff's minions settle down and act like adults.

You can not change an acrimonious person's acrimony! But that is working itself out as we pretty much ignore the protestations of the ignorant army of the sheriff's office. We will continue to try to work with those who work with us, but after years of the above stated

acrimony, we aren't putting up with much bulls--t!

Meet us halfway and you will see us there. But now the deputies have a voice and you can be damn sure it will be heard.

#2. Benefits depleted for non-union employees

To make it all the more sweet that we at MAP won, shortly after our first contract the Du Page County Board slashed, burned, and microwaved sick, vacation, and comp time in Du Page County for all non-union employees, including the sheriff's police brass. It's expected to save a million dollars a year. But not as much as they spent fighting the patrol/court services deputies. That was about \$1.3 million or so. Give or take a few hundred thousand.

Well, shut the door... has anyone asked how much of that savings in benefit cutting from the employees will the taxpayers see? Reduced government tax? School tax? Water tax? Cultural tax? Property or other real estate tax? 9-1-1 tax? Or whatever other taxes create. They also say that reducing employee benefits will benefit the taxpayer? Yeah? well if they reduce benefits for the taxpayer, how much of a rebate are we taxpayers going to get?

Please, someone inform this old goat? Like Steve Carrell says in the Office: "Explain this to me like I was a six-year old." (The county and the media are consistently silent on that \$1.3 million they spent to fight MAP. They could send that to the taxpayers.)



But the press, reports that this slash and burn of benefits could save \$8 million to \$12 million over 20 years? Yeah, how did you Isaac Newton's calculate that? Who gets this savings? What happens when the non-union people wise up and go union? No more savings for you? Very disingenuous, I think.

My word, who comes up with this garbage? They are like the dictators who run a Banana Republic. They tell you all kinds of stuff that may not be true. The county also agreed that they (government) need to make sure the savings don't get directed elsewhere. Hedging their bets on more mismanagement? They just can't control themselves and you are all being pre-warned that this money might just get misdirected.

Wait a few seconds while I stop laughing. If you need to say that, you may as well let them into your pockets, because you just know that the money is going to disappear, just like the millions in the Du Page Water Commission, the millions in the Du Page Housing Department, and the \$1.3 that went to attorneys for the county in this union fight.

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Chief's Follies

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of doing union business on duty comes from "the brains or lack thereof" at Du Page County.

Especially when the write-ups are for activities such as signing grievance forms, making a call to fulfill an inquiry, and has nothing to do with meeting, organizing, or neglecting a deputy's duties.

These issues are minor activities designed to clarify and provide documentation of grievances that take literally five minutes or less. But in the world of Oz, these are catastrophic activities that interfere with the mission of the sheriff's office. Bunk, all of it. We have seen it before. Crybaby management that just can't let go of their autocratic past.

But MAP will file the appropriate ULPs and resolve these juvenile meanderings as time goes by. We always do.

A recent letter to the Daily Herald follows, but was not printed in the paper but did appear on-line. It seems that the local newspaper, while they bash cops and public workers' salaries, sick time, benefits, wages and pensions, just do not want to comment on the county's \$1.2 million expenditures of



taxpayers' money.

But to be fair here, while we had difficulties under the old county board and its Grand Poobah, we do have some new leadership which was willing to put away some differences and work to get a contract completed. We applaud them for that and hope a new dialogue will ensue, encouraging cooperation.

But we don't think Zaruba of Oz wants to do that.

August 8, 2011
Fence Post
Daily Herald

Recently, John Zaruba, in a Daily Herald article, urged the county to spare cuts to his office. What caught my attention was his closing statements.

If the two-part investigative stories in the Chicago Tribune on Zaruba getting campaign cash from his workers and his unevenness of discipline does not illustrate why the deputies and MAP battled for 10 years to bring a union here, your article should.

Zaruba says it (recent contract) limits the flexibility of (his) first-line supervisors to efficiently manage their subordinates. Zaruba didn't talk about the cost of the contract.

No wonder. It cost the county, according to an FOIA obtained by MAP, at least \$1.3 million to fight his "subordinates." Why hasn't

the Herald reported that wasted taxpayers' money? The true cost of labor here—fighting your subordinates. The sheriff can't refer to them as his employees? Or his deputies? No, to him they are only subordinates.

Not anymore. They are individuals with a voice now in their career. It has nothing to do with public safety, as he apparently tries to spin his deputies' union. It has to do with his deputies having a say in their working environment.

Zaruba probably doesn't appreciate this as he is no longer the Great and Powerful Oz at the sheriff's office.

Joseph M. Andalina
President

#3. What is a subordinate, anyway?

A subordinate, in popular parlance, is a person of lesser importance or secondary. Or subservient or inferior. And in police work or the military, it is simply being placed in a lower rank and subject to a superior.

See where I am going here? It's really outdated for police work. Para-military designations used by the chief, sheriff, (see above letter) or politicians when you aren't cleaning up dead animal carcasses, taking a dog to the pound, writing a parking ticket, handling a

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Legislative News

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And they accuse us of being union thugs.

These political hacks and the editorial boards are worse than thugs because they hide behind the citizens. They aren't working the streets. So the press, after the county votes to spend \$800,000 by giving \$500 payments to non-union employees who haven't had raises for three years, disagrees, writing that "that practice cannot continue if taxpayers are to be helped by the benefit savings." So slash, burn and then screw them, too. No raises for the non-union people because it isn't good for the taxpayers. This would be funny if it wasn't quite so sad.

See people, enough will never be, in the bastion of Republican leadership in Du Page. And I'm not fond of many Democrats either lately, with their ravenous desire to eat your pensions.

But the point here is that the cops and courts dodged a big bullet here. There is pleasure, satisfaction, gratification, and contentment in joining a union. Let's hope the non-union people are not non-union for long.

#3. And speaking of pensions...

Illinois

At press time, the Fall Veto session was just starting. It is scheduled for October 25th, 26th and 27th, and November 8th and 9th. A little early this year so we won't be able to report on the political maneuverings until 2012. But you can bet your bippy that both parties will again try to mess with your pensions!

Unions, members, and friends of labor are geared up to contest anything that limits or diminishes our pensions. Keep your cards and letters going to Quinn, Madigan, Cullerton, and your own home District representatives.

Wisconsin/Ohio

From the strong protests in Wisconsin after their governor's union stripping bills, supporters of labor were able to force a recall for state senators. The good guys picked up two seats and maintained their Democratic members in similar recall votes against the bad guys.

The crux of it here is Democrats wound up one short in their bid to overturn the law paved by enemies of labor — Republicans. But the Democrats are only one short and may pick up some sympathetic votes or support from a Republican who fears disaster if he/she continues to vote against labor. The opportunity to recall the governor in November is still a viable option. We'll keep you informed.

And in Ohio, another devil towards labor really eviscerated collective bargaining for all state and local government employees. It was a disaster for labor. Governor Kasick dismantled collective bargaining almost in its entirety. (He also called a police officer "an idiot" live and in color because he got a ticket.) The governor refused to even negotiate with the various public sector unions about the dismantling of their labor rights.

But in Ohio, the citizens can overturn a law by referendum. They had to get

over 200,000 votes to do so, but wound up with about 500,000. More than enough to cover any signatures thrown out in a court fight, and demonstrating to Kasick that maybe this law was not a good idea.

So guess what? Yeah, he wants to talk if only the unions would agree not to have the recall of collective bargaining on the ballot in November. Fat chance, Governor. We'll see how this pans out later this year. Cross your fingers for the good guys.

One more thing on Illinois politicians.

Best for last—press time for the Rap Sheet was before the Fall Veto Session as stated above. Pension legislation seems to be on the table, but no guarantees that it will shake out. Politicians for change may not have the votes in this session.

More likely I hear is the introduction of a three-point bill that might be introduced in 2012. The gist of it is to make pensions a multiple choice. Speaker Mike Madigan and his group apparently want a choice of three plans.

1. Not a major issue for some, but a bill that provides that smaller, underfunded pension in danger of going under to be transferred or consolidated to the IMRF. Yep, sweep your pensions into the IMRF. Don't know how drastically that could affect some members, but there seems to be movement here.
2. The old Tier 1 and Tier 2 pension

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Chief's Follies

Continued from page 5

neighbor dispute, taking agenda packets to trustees or any one of typically mundane activities you are expected to perform are not by a standardized process—military.

Besides, as much as you may like, you cannot just shoot the bad guys, send out drones, or use any "smart bombs" you may have in your department storage lockers.

So I feel the term subordinate by some bozo with a higher rank who just got some commander, colonel, or DC bars is just disingenuous. How did they get so much smarter than you from yesterday, before they got some added chevrons?

I don't know, either. But to me, it's like using an ethnic slur against your employees when you call them subordinates.

I was never subordinate. I was a non-ranking grunt and proud of it. I am, however, subordinate to my lovely wife who knows all and does everything.

Never inferior to anyone, it rankles my sensibilities to hear hard working cops, deputies, or public sector employees being referred to something less than what he/she is. Why not just call us employees or officers or deputies?

So what burned my cookies recently? Again, our fine Sheriff of Oz, in a recent newspaper story where he didn't speak at all about the cost of the labor contract (wonder why—see the Follies above on the \$1.3 million) but he said during a budget presentation... "It's (the

labor contract) limiting the flexibility of first-line supervisors (his) to efficiently manage their subordinates." However, he looks upon this "as management internal challenge that will not affect public safety."

So how does one translate this mumbo-jumbo?

Well, first, the S-word comes out again. His first line supervisors are limited in managing their subordinates. Why not call them employees or deputies? I see a power thing utilizing the opportunity to diminish his deputies, reminding them like being continuously brain-washed that they are still...only subordinates.

Second, he wants to show the County board that the union contract causes difficulties in pushing around his "subordinates" but that he (they) will rise to the challenge and once more slap his children around the way he used to.

And third, this will not affect public safety? What the hell is he talking about? Public safety? This does not affect public safety in the teensiest-weensiest bit. It is insulting to insinuate that working within the confines of a fully negotiated/stipulated arbitration award that affects the employees' wages, benefits, and working conditions only may be a public safety problem. Had nothing to do with public safety.

But our (I imagine) pissed-off sheriff still wishes to maintain his position as the top autocrat, but little Toto is currently pulling away the curtain to show what is behind it. And it ain't pretty.

#4. In the timeless land of Enchantment

Recently, the Chicago Tribune printed a two-part investigative report on Zaruba. It had to do with the amount of money he rakes in from his employees for his campaign. He is the #1 leader. And typically, the article illustrated those who feel this is wrong, and those who feel that the sheriff is just a wonderful guy. There were opinions from many in high places who feel that it is never proper for your employees or "subordinates" to be expected or ever asked to give to any political campaign. I agree—even if you want to. Stay clear and let him get elected by his party and the people.

But if you don't contribute and you get into trouble, no matter how minor, will you be in deeper dog doo-doo because you didn't give? That is the crux of these stories.

Great job in reporting. It needed to be told. And as they say in political talk shows everywhere—you make the call. But what is interesting is that I saw nothing in the major Du Page area newspapers about this report on Zaruba. Why not? Are they afraid of the wizard? Afraid that the pipeline of information about accidents murders, violent crime and political nonsense will turn off like the proverbial bathroom faucet if someone says anything contrary about the image that he (like most politicians) put out before the public?

Does he have some members of the

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Destroying pensions

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which are overtime, sick time, or vacations. Of course, we should take a lower pension so we can be like all those folks out there who didn't want to get into governmental work and stay up on midnights, miss kids' birthdays, Christmas, and other days. Work shifts or 12-hour days, and sometimes never get a weekend off.

Yes, we should forget about being disrespected, spat upon, sued, accused, punched, shot, stabbed, or murdered in other evil ways. Or perhaps killed in a car accident responding to a domestic violence call or armed robbery. All in a day's work for an ungrateful political spectrum, government, and citizenry.

Yeah, what the hell. All those folks crying about their jobs could have tried to be a cop. Or a fireman. Or a public works employee. But then, they would have to go into burning buildings, or stay three to four nights a week at the firehouse, away from their families, playing with their hoses. And listening to someone other than their spouse snore.



They could have the heartache of losing heart attack victims or pulling pulverized teenagers or drunks out of wrecked cars. Not everyone's image of a fun

job, is it? And how about those of you in PW (no, not PeeWee Herman, but public works), driving a snow plow for days during snowstorms, ice storms and blizzards so people can get out of their driveways and go to Starbucks. Not a lot of takers. And what about telecommunicators, who are corralled in the radio room for 10-12 hours a day listening to the mundane, the whining and heart-stopping emergency calls for assistance.

Oh, now there is interest in these jobs, they say? I see. Since they had crappy jobs and lost them, they want ours now? I get it. So let's erode the profession we love so those who could give a rat's ass in the private sector can compete with those in the public sector, driving down our wages—until the private sector rises from the ash heap and then no one wants our job due to the commitment involved.

So if the politicians get their way and take away our wages, benefits, right to bargain, and pensions, just how long will it be until our profession is crappy, too?

But politicians want that. They want to go back to cheap labor. Bring on the 60's and 70's where us old dogs worked three jobs to make ends meet. We as a union and others fought hard to change the paradigm that a public servant worked for peanuts—and for peanuts that were left over by the circus elephants to boot. Thirty years later, a lot of current cops have no knowledge of the fight. But the purveyors of evil remember.

So if the politicians win and "it's back to the future," just who is going to get all that money we gave up? Yeah, someone please tell me and tell me true.

I never see where that money is going. I am highly suspicious that if it's not outright diverted to some pork barrel project that it will be miscast, misspent and outright misdirected to someone else's special interest.

The only people in government who will enjoy a week on the beach are the politicians. They already have the summer off, most of the fall, and can vote "present" to avoid a discussion even while they are supposedly working in either assembly chamber. Even some newspapers have warned about these "savings" being diverted. But still the media sides with the brass. Yes, it is very strange.

Politicians always say they feel your pain. Just like the mayor of Naperville who also sat on the Illinois Tollway board. (Notice Frank the Hot Dog guy or maybe Harold who owns the rib joint are rarely on those boards, speaking for the people. Only politicians and the like.) It is truly a closed fraternity.

But old George is quoted as saying in a Herald News article last August regarding the Tollway rate increases: "My heart goes out to those (people) going through tough times and that have lost jobs." But he voted for the increase in tolls, despite his heart going out to those who have lost their jobs. What the hell, they can always drive the back roads, I guess.

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Member News and Local Elections

Arlington Hgts

Valerie Andrews
Michael Turano

Bartlett

Tracey Hunter

Bolingbrook

Kenneth Kiklias

Chgo State Univ

Clarence Alexander

Cook Co #261

Arthur Evans
Thomas Godin
Wayne Simek
Frank Yost

DeKalb Co

Grant Erickson
Thomas Hackler
Jillian Valenzuela

Elwood

Jennifer Leddin

Harvey Sgts

Charles Sampson

Homewood

Daniel Alexander

ILDOC

Investigators

Anita Emrich

Lake in the Hills

CSO

Amanda Lewis

Lockport

Ross Potter

Metra

Lorenzo Esqueda
Christina Meadows

Mount Prospect

Timothy Ryan

Naperville Sgts

Jason Arres

Niles

Patrick Hoffman
Norridge
Eliot Cortez
Richard Golebiowski

Northern IL Univ

Shaunda Bradley
Jeffrey Donohue

David Lager
Jorge Sanchez

NIU Security

Dustin Forney
Kiana Griffin
Keishanna Longmire
Gary Michaels
Scott Richter
Emily Sipe

Oak Lawn

Katie Gollogly
John Kenney
James Mitchell

Oak Lawn Dispatch

Gerald Chickerillo
Alison Kiedaisch

Orland Park

John Folliard
Michael Freeman

Oswego

Frank Steriotti

Palos Hills

James Cha

Plainfield

Brian Heath
Jeffrey Kaminski

South Elgin

Daniel Meshenky

Steger

Brian Wagner

Tinley Park

Roger Davison
Sean Gawron
Jonathan Mittelman
Nicholas Vlachos

Univ of IL

Andrew Mannino

Villa Park

Richard Boryk

Waukegan Sgts

Scott Thomas

Good Luck!

Orland Park

Matthew Osthoff

Welcome Back!

Lake in the Hills

William Berens

Woodridge

James Guerra

Promoted

Hanover Park Sgts

William Weil

Oak Lawn

Amanda Lorenz

Orland Park

Jason Ford

Palos Park

Christopher Hughes

St Charles

Michael Griesbaum

Schaumburg Command

Karen McCartney

Streamwood

Daryl Syre

Tinley Park

Keith Sullivan

Retired

Addison

Tyler Bruesewitz
Michael Tierney

DuPage County

James Pavelchik

Metra

Michael Mapes
Willie Pugh
Charles Soukup

Norridge

Daniel Gregg

Schaumburg

Thomas Larson
Charles Read

Waukegan Sgts

Charlie Burleson

Woodridge

Fred Malayter

Congratulations to all of the officers who have been recently elected to their local boards.

Du Page County Forest Preserve

| | |
|--------------|-----------------------|
| Andy Puffer | <i>President</i> |
| Lou Addante | <i>Vice president</i> |
| Kajanda Love | <i>Secretary</i> |
| Dan Galto | <i>Treasurer</i> |

Palos Hills

| | |
|-----------------|-----------------------|
| Joe Collecchia | <i>President</i> |
| Mike Collins | <i>Vice president</i> |
| Aaron Boatright | <i>Secretary</i> |
| Justin Roppolo | <i>Treasurer</i> |

Roselle

| | |
|-------------|-----------------------|
| Bob Liebich | <i>President</i> |
| Rob Gates | <i>Vice president</i> |
| Rachel Berk | <i>Representative</i> |
| Andy Brandt | <i>Representative</i> |

Sugar Grove

| | |
|------------|------------------|
| Bill Bruno | <i>President</i> |
|------------|------------------|

MAP ELECTIONS

Cook Co Telecommunications Supervisors

Won: Majority petition

Cook Co Caseworkers I & II

Mail in ballot: MAP vs Teamsters
MAP over Teamsters

MAP WINS!

Contract Corner

Joseph Mazzone Oak Forest

First contract for MAP (successor contract for Oak Forest). Commences 5-1-09 through 4-30-13. Wages – 0% 2009, 2% 2010, 2% 2011, and 2% 2012.

Modifications to probationary period – Union’s favor, modifications to dues deduction and indemnification – Union’s favor

Detailed description of distribution of overtime along with call-out and mandatory overtime. Payment for mandatory training days on days off - time and one-half. Compensatory Time increased

Refine purging of discipline in Union’s favor. Include arbitration of discipline. Inclusion of Bill of Rights

Add one additional holiday based upon qualifications. Agreement to no lay-offs for fiscal year 2011-2012

Create 501c for Health Savings plan for Retirees. Modification to light duty. Increase in uniform allowance

Maintain retirement bonus. Maintain tuition refund program. Increase life insurance to \$75,000. Establish Physical Wellness and Fitness program

Palos Hills

Two-year contract; one-time signing bonus of \$750. No increase for first year, 2 ½ % increase for second year.

Change in indemnification language

Health Insurance – got the Village to maintain BlueCross/BlueShield instead of changing carriers

Waukegan

Contract expires 4-30-13. 4.25% raise 4-30-11, 0% raise for 5-1-12 to 4-30-13

48 hours of furlough time in 11-12 and 48 hours of furlough time in 12-13 mutually agreed upon between the employee and the supervisor.

They are also now allowed to carry over an equivalent amount of vacation for each fiscal year for use in fiscal year 13-14 or later, without any expiration. Everything else is being extended from the current contract.

In the event the City of Waukegan decides on demotions or lay-offs the agreement becomes null and void and the Union members would be paid for any and all concessions retroactive to the date of execution of the agreement, which occurred May 17, 2011.

Jerry Marzullo Prospect Heights: Sergeants and Patrol

The two most senior full-time officers who were laid off reinstated immediately.

Minimum staffing level of 18 full-time sworn officers for the Department. If minimum manning falls below 18 sworn officers, the City must hire new sworn officers to reach the minimum manning of 18 sworn officers within 120 days of falling below 18 sworn officers.

Arbitration of discipline for terminations.

\$1,000 salary increase for all bargaining unit members effective upon ratification of the contract by both parties. 1% raise effective May 1, 2012 and a further 1% raise effective November 1, 2012.

If a full-time officer is forced back to work on a holiday (the six designated holidays under the contract) that officer is to be compensated at two and one half (2 ½) times their straight rate of pay for all hours actually worked. Sergeants compensated at the Sergeant’s rate of pay if demoted for any reason except disciplinary reasons.

Increase in sick leave buy back hours.

Chief’s Follies

Continued from page 7

fourth estate in his vest pocket? Are they embarrassed that their fine sheriff, put up on a pedestal for so long, actually has some warts? Or is it simply like some of us have been told—it is just not newsworthy.

So possible inappropriate behavior by an elected official and about \$1.2 million spent by a government is not newsworthy? Since when? But we are the greedy ones.

#5. Employee love fest

No explanation needed here. This is a partial transcript on our ongoing Barrington Hills interest arbitration case.

Mr. Abboud, who is the mayor, demonstrates his skill as an orator and the love for his employees. Wonder why you need a union? And Mr. McGuire is their attorney. I do not know who is the bigger fool. I’ll leave that up to you.

Partial transcript:

Mr. Abboud: I have an arbitrator (sic) panel question. How does the union view longevity pay? I mean, other than beer money, what is it you see the value of it?

Mr. Garza (MAP attorney): It’s the Village’s position that this is beer money?

Mr. Abboud: No, I’m —I’m saying that other than sort of an arbitrary issue.

Mr. Garza: That’s kind of insulting, so you know.

Mr. Abboud: Fine, we’ll retract that statement, but...

Mr. McGuire: It’s orange juice money, go with that.

Mr. Abboud: Yeah, what is...

We are waiting to get the transcript from day 5, where the village stated that the only reason that the officers want holiday time off is to spend time drinking, falling half off their bar stools, and that officers should not be entitled to life insurance, because if they are killed in the line of duty, they are entitled to extensive pension and federal benefits. It was implied that the officers are not worth the benefits that they receive when killed. Gives new meaning to the word donkey!

#6. Roger and Bolingbrook

Well, didn’t have time to report on one of our favorite mayors as he soars the Brook and his golf course on angelic wings. Maybe next time.

Editor: It does get demoralizing sometimes to hear, see, and read about some of the absurd behavior of our chiefs, sheriffs, politicians, and other assorted toadies.

I’d take a break here if they could stop doing stupid crap. But then the column that gets the most praise from my members would disappear, disappointing many who have experienced the irrational behavior of their ranking officers first hand.

Chaplain’s Column

Continued from page 2

haven of nonviolence in a violent world, being truly present to one another in an isolating world; being the very gift of peace for others that God came to give us.

Make time for family and friends this Christmas season. Make time to celebrate and be close again to your faith.

Wishing you and your families the Joy and Peace of this Christmas time—Happy Hanukkah-¡Feliz Navidad y próspero Año Nuevo!

Sligo8@wowway.com

Quote:

Yes, Herman Cain was good at business. Great! He became very rich from it. But what about teachers and cops and firemen? You know, these people we always say are heros. They’re such heros that we pay them like crap. Well, they do what they do very well. It doesn’t happen to be something that is ever going to make you (them) rich.

-Bill Maher, host of *Real Time*

Destroying pensions

Continued from page 8

He also felt the pain of cops laid off in his town last year. Pradel quoted in a news item (he is also a former Naperville officer, from I believe the Civil War days) said the turmoil over last week (cop layoffs) has broken his heart. He said he hoped the officers would agree to a pay freeze, like many non-union employees. "Those are my buddies" he continues, "but we all have to work together and try some give and take."

Okay, Mr. Mayor, but you would think if they (cops) were your buddies, then maybe you would not support layoffs. Do you leave your buddies on the field without support during battle or a labor crisis? No, that's not the way you treat "your buddies." You are supposed to be there for them—always. For better or worse. (No, wait, that would be like being married. But it works for that, too!) And why should those who had the foresight to join a union give up what they bargained for? And your councilmen agreed to pay them the way that you then let your buddies get laid off for. Loyalty? I'm not sure.

Sour grapes it sounds like to me, says Yoda. (By the way, everyone I believe ultimately got their jobs back and their pay—something that might not have occurred if they were non-union or if cities really didn't need cops to keep people safe.)

The mayor of Naperville also called on the state legislature for pension reform. He wants to bring fairness to the pension system and relieve the burden to the taxpayers because the pensions are unsustainable. Well, we all know

why it may be unsustainable, don't we? Because nice guys like George and some not-so-nice guys like a neighboring mayor or three, may have taken a pass on their promised payments and contributions in the past. It all seems to me like such a frame-up of public employees. George also admits to having a pension with 29 years of service, because he was a cop under General Grant for many years.

I read nothing about how he wants to give back to the community and the pension system by giving up some of his money. Of course not—they never do that—they worked for their pensions but current coppers can go kiss their unsustainability. I hear that from the brass, superintendants, and other big-wigs when their perks are under scrutiny. They worked for their money is their lament. They never, however, come out for us, do they?

The mayor is never shy about implementing an increase in cultural taxes, gas taxes, or garbage taxes, either. Where is the poor public sympathy when it comes to those bellying up to the bar and paying more taxes when they are out of work? Government always needs more money and how are they going to pay for it?

Wait, I think I got a vision! Take it away from the public sector workers, then we can cease some tax increase in the future—maybe. But until then, y'all just have to pony up and take it in the you-know-what. And speaking of ponies, I see one in there now at these council meetings. I'm looking for the dog now!

When a gas tax in Naperville came up and gas station owners complained, George said "It's a fair tax, because the funds generated, flow directly back to the roads." Whatever that means. Someone please tell me. Explain, as I've said before, like I was a six-year-old.

But to illustrate what mayors are all about, a Show Me restaurant, akin to Twisted Kilts and Hooters opened up last year in Naperville. Not as revealing, however, with scantily clad females, but similar. The mayor, who is also the liquor commissioner, dawdled on whether to issue a license to serve booze.

Neighbors were concerned about safety in their neighborhoods. Typical N.I.M.B.Y.-type reaction. Happens all the time and we all know that development almost always prevails no matter how many petitions are filed, council rooms are packed, or little kids with signs show up.

They went through the dog and pony show (see—there's the dog) of a dress code for the ladies, outdoor seating and events. The mayor asked for more time to make his decision and ultimately came back on the side of business. Surprise! Really, who can say no to a pretty lady in short shorts, spandex, and a skimpy bra as a uniform?

Opponents fearing for destruction of the city's moral fiber (who are these people?) if the restaurant opened, lost ... but Mayor Pradel said he (actually) "lost sleep" over his decision to issue a liquor license because of these concerns.

Continued on page 13

Destroying pensions

Continued from page 12

Golly-gee-willikers! The mayor's heart in this incident also went out to the folks in the form of lost sleep So in one case, his heart was broken. On another he rationalized the fairness of taxes, proclaimed to be buddies with laid off cops, and lost sleep over scantily clad ladies. But he still voted against all his angst and heartaches. Like politicians do, all the time!

So what's the point? Well, not to pick on George, Please, no cards or letters. He is a nice man. Honest. He has integrity and is a true believer. People like him. He smiles, wears funny hats, and like he states, he "gives, gives, gives" to this city (when he wanted a pay raise).

Even I think he is Santa Claus, who just shaves his head and face to hide until Christmas. But he is a politician. Politicians do whatever they have to do to get elected, develop business and every parcel of empty property. They like any other business need revenue. They are tax-o-crats whose spending is never enough. While their "collective hearts" may go out to you, their minds are thinking "show me the money!"

They will say whatever is necessary to win and get what they want. And this mayor and dozens others seem the same in that venue. Who knows what's in their hearts as it breaks, because they want to take away our pensions, benefits, or increase taxes! Show sympathy and do what you planned to do. Delay and as the Chinese say, "In time all things come to pass." (I think the Chinese say that. Maybe it was Al Capone.)

So these political types just spew out more baloney. They are for you and "agin" you at the same time. They muddle through this maze, getting the press off their backs and in these times, on the backs of public sector workers.

To all our members, friends and associates across MAP, I hope you have a Merry Christmas and a great New Year. Happy Holidays!

They hope that we will get demoralized and give up. Just like the folks who say the gas tax, garbage tax, and 9-1-1- tax are necessities. They know that the folks will complain and eventually just give up. It's never enough and it is always fair—at least that's what they tell us peons. But who knows, maybe it's good to tax us to death. Because only then will you find some relief.

We must continue to wise up as we digest the words and openness of the nice guy mayor and the not-so-nice mayors. They stick together and so should we. We really need to wise up and fight for what we believe in.

Read between the lines, in the margins, and upside down. This is a battle we can win, if we persevere and vote for the right politician and ever so more important, let our legislative reps know what we want and don't want.

Remember all these mayors, nice or not, belong to one league, the Illinois Municipal Mayors League. They are anti-union and probably are not concerned with your feelings one whit, although their hearts may go out to you as you slide into the Magic Forest with diminished pensions and benefits.

They want to win. So do we. But we can compromise. I don't think they will.

Stay safe.

ps. Mayor Pradel: If you really are Santa, can you please bring me a Celestron telescope for Christmas? Please? Please? Pretty please?



Legislative News

Continued from page 6

placement plan. You want to keep your current pension of 50 years old and out, with 20 years of service and a 75 percent payout? Then you will pay more than your 9.1 percent you are currently contributing from your paychecks. No mandate for your employer to pay the same. And no word about how much more. Two, three, four percent? Open for discussion.

3. You go into a 401 (k) type plan with a defined contribution. Not what you have now. And of course, no one is saying if this is even constitutional. But this is what some Republicans and Democrats want—to see you starve in a 401(k).

But just as Governor Quinn is ready to go back on his word for negotiated pay raises and no layoffs when he promised them, I think they want a fight to open the Constitution. If they lose, then they know these issues will not go quietly in the night and the press and public will be silenced, taking the heat off.

If the courts say open up that baby, then it's a whole new ballgame.

Stay tuned.

Bits n Pieces

Thoughts and Prayers

To our MAP Board secretary, **Rick Tracy**, whose mother, Alice, recently passed away from complications of open heart surgery. Our deepest sympathies and condolences to the Tracy family.

APCO Telecommunicator of the Year Award



Congratulations to **Billy Jo Noll-Brink** from our Wescom chapter on receiving the APCO Telecommunicator of the Year Award. Along with being the chapter's vice president, Billy Jo also holds the position of Telecommunicator-in-

charge. It is a testament to her ability that she is able to hold a management and a union position while excelling in both. She also takes on many duties within the Center, all while battling ovarian cancer for the past 16 years. Best of luck to you, Billy Jo, and congratulations again!

Disability payments issued

MAP has awarded the above benefit to Officer Robert Michelotti of Arlington Heights PD, and Officer Christopher Springborn of Sugar Grove. MAP wishes them well in all of their future endeavors.

MAP web site/strike vote article

MAP has led one of our chapters to the brink of our first strike over wages/benefits and wasteful negotiations at NorthWest Central dispatch. See the full story on our web-site under **MAP News and Events**.



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- \$5.36 Million Dollars for a Plumber who injured his knee on a jobsite.
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- \$4.1 Million Dollars for the Wrongful Death of a woman working in a laboratory.
- \$3.5 Million Dollars for a Railroad Worker injured during a fall.
- \$2.8 Million Dollars for a Sheet Metal Worker injured during a crane collapse.
- \$2.4 Million Dollars for an Electrician who fell into an open man hole on a jobsite.
- \$2.0 Million Dollars for a Firefighter who fell from a poorly designed fire truck.
- \$1.95 Million Dollars for the Wrongful Death of an Operating Engineer.
- \$1.0 Million Dollars for a Police Officer injured during a traffic stop.

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Collective Bargaining Chapters

| | | | |
|---------------------------|--------------------------|------------------------|------------------------|
| Arlington Heights | Preserve | Metra | Roselle |
| Addison | Dwight | Midlothian | Roselle Sgts |
| Algonquin | East Dundee | Momence | Round Lake Police |
| Algonquin Police CSO's | Elwood | Minooka | Round Lake Supv |
| & Dispatch | Elk Grove Village | Montgomery | St Charles |
| Barrington Hills | Ford Heights | Moraine Valley College | St Charles Sgts |
| Bartlett | Genoa | Morris | Schaumburg |
| Bartlett Civilians | Gilbert | Morton Grove Sgts | Schaumburg |
| Bensenville | Glenwood | Mt Prospect | Command |
| Bolingbrook | Grundy County | Mt Prospect Sgts | SEECOM |
| Bolingbrook Civilians | Hanover Park | Naperville Civilians | Seneca |
| Bolingbrook Sgts/Lts | Hanover Park Sgts | Naperville Sgts | Southcom |
| Bridgeview | Harvey Sgts | New Lenox Sgts | South Barrington |
| Burr Ridge Sgts/Cpls | Hawthorne Woods | Niles Police | South Elgin |
| Carpentersville Civilians | Hickory Hills | Norridge | South Elgin Civilians |
| Carpentersville Police | Hoffman Estates | North Aurora | Steger |
| Carpentersville Sgts | Hoffman Estates Sgts | Northeastern II | Streamwood |
| CenCom E-9-1-1 | Homewood | Campus Police | Streamwood Civilians |
| Channahon | Huntley | Northern IL Emergency | Streamwood Sgts |
| Chicago State | IL DOC Investigators | Comm Center | Sugar Grove |
| University Police | Indian Head Park | Northern Illinois | Tinley Park |
| Chicago State | ISTHA | University | Tricom Dispatch |
| University Sgts | ISTHA Call-takers | Northern IL University | University of Illinois |
| Coal City | John Stroger Hospital | Security Officers | Villa Park |
| Cook County EM, | Sgts | Northwest Central | Warrenville |
| Dispatch and | Johnsburg | Dispatch | Warrenville Sgts |
| Vehicle Service | Justice | Oak Forest | Waukegan Sgts |
| Cook Co DCSI Deputy | Justice Sgts | Oak Lawn | Wescom Dispatch |
| Chiefs | Kane Co Supvs | Oak Lawn Telecom, | Westchester |
| Cook Co Dispatch | Lake Forest | CSO's, & Detention | Westchester Sgts |
| Supvs | Lake in the Hills Police | Aides | West Dundee |
| Cook Co Social | Lake in the Hills | Orland Hills | Western Springs |
| Caseworkers I and II | Dispatch/CSO's | Orland Park | Western Springs Sgts |
| Crest Hill | Lakemoor | Oswego | Wheaton Sgts |
| Crest Hill Sgts | LaSalle County | Palos Hills | Will Co Mgmt Assoc |
| Crete | LaSalle Co Correctional | Palos Park | Wilmington |
| Crystal Lake | Officers | Park City | Winfield |
| Darien Police and Sgts | Lemont | Peru T/Cs | Winfield Sgts |
| Darien Police Civilians | Lemont Sgts | Plainfield | Winnetka |
| Des Plaines | Lisle | Prospect Heights | Woodridge |
| Des Plaines Sgts/Lts | Lockport | Prospect Heights Sgts | Woodridge Civilians |
| DeKalb County | Matteson | Quadcom Dispatch | |
| DuPage Co Patrol/ | Matteson Sgts | River Valley Detention | |
| Court Svcs | Maywood Sgts | Center Supvs | |
| DuPage Co Coroner | McCook | Romeoville | |
| DuPage Co Forest | McHenry Co Crt Clerks | Romeoville Sgts | |