

**MAP files a ULP on
behalf of our Chapter
507 Cook County
Telecomm Supervisors**

ILLINOIS LABOR RELATIONS BOARD

- STATE PANEL:** One Natural Resources Way, First Floor
Springfield, Illinois 62702-1270
(217) 785-3155 FAX: (217) 785-4146
- LOCAL PANEL:** 160 North LaSalle Street, Suite S-400
Chicago, Illinois 60601-3103
(312) 793-6400 FAX: (312) 793-6989

DO NOT WRITE IN THIS SPACE
CASE NUMBER
DATE FILED

CHARGE AGAINST EMPLOYER

INSTRUCTIONS: In accordance with the Illinois Public Labor Relations Act, 5 ILCS 315 (2006), and the Rules and Regulations of the Illinois Labor Relations Board, 80 Ill. Adm. Code §1200.20 and 1220.20, the following information is required. Submit an original and one (1) copy of this charge to the Illinois Labor Relations Board. If more space is required for any item, attach additional sheet(s), numbering items accordingly. **State Panel cases (e.g., State of Illinois, municipal and county government) must be filed in Springfield; Local Panel cases (e.g., City of Chicago and Cook County government) must be filed in Chicago.**

This agency is requesting disclosure of information that is necessary to accomplish the statutory purpose as outlined under 5 ILCS 315 (2006). Disclosure of this information is **REQUIRED**. Failure to provide any information will result in this form not being processed.

BY STATUTE ONLY CHARGES FILED AND SERVED ON THE PARTIES WITHIN SIX (6) MONTHS OF THE DATE OF THE EVENT OR CONDUCT WHICH IS THE SUBJECT OF THE CHARGE WILL BE PROCESSED BY THE ILLINOIS LABOR RELATIONS BOARD.

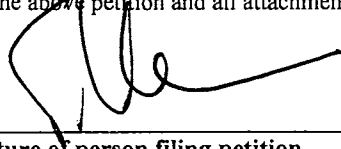
1.	NAME OF EMPLOYER/DEPARTMENT (against whom charge is brought) Cook County Sheriff's Telecommunications Dept ADDRESS 9511 W. Harrison, Des Plaines IL 60016	TELEPHONE NUMBER 847-294-4746 FAX NUMBER E-MAIL
2.	EMPLOYER REPRESENTATIVE Paul O'Grady, Peterson, Johnson & Murray ADDRESS 233 S. Wacker Dr., Floor 84, Chicago IL 60606	TELEPHONE NUMBER 312-283-8191 FAX NUMBER 312-896-9318 E-MAIL pogrady@pjmlaw.com
3.	NAME OF CHARGING PARTY Metropolitan Alliance of Police, Chapter 507 ADDRESS 215 Remington, Suite C., Bolingbrook IL 60440 JOB TITLE (at time of alleged unfair labor practice) all employees within bargaining unit	TELEPHONE NUMBER 630-759-4925 FAX NUMBER 630-759-1902 E-MAIL mapunion@msn.com
4.	CHARGING PARTY REPRESENTATIVE Steve Calcaterra ADDRESS 1220 Iroquois Ln., Ste 204B, Naperville IL 60563	TELEPHONE NUMBER 630-281-2532 FAX NUMBER 630-281-2326 E-MAIL sc@law-illinois.com

5. It is alleged that the above-named employer has engaged in (an) unfair labor practice(s) within the meaning of Section 10(a) subsection (2, 4) and subsection (1) of the Illinois Public Labor Relations Act.
6. BASIS OF CHARGE (specify in detail: facts, names, addresses, sites, dates, etc.) (use attachments if necessary) <p>Date(s) of alleged wrongful action(s): Beginning on or about June 1, 2012.</p> <p>Name(s) of individual(s) involved: see attached</p> <p>Location(s) of alleged wrongful action(s): see attached</p> <p>Describe what happened: see attached</p>
SUPPORTING DOCUMENTS (please include copies of any documents relevant to your charge)
7. RELIEF OR REMEDY SOUGHT BY CHARGING PARTY see attached

I have read the above petition and all attachments. The statements contained therein are true to the best of my knowledge and belief.

BY: _____

Signature of person filing petition



NAME: Steven Calcaterra

TITLE: Attorney

DATE: August 2, 2012

CHARGE AGAINST EMPLOYER

August 2, 2012

6. BASIS OF CHARGE

1. The Charging Party in this case is the Metropolitan Alliance of Police, Chapter #507 (hereinafter "Charging Party"), acting as a representative for all of its petitioned for members.
2. The County of Cook/Sheriff of Cook County (hereinafter the "Respondent") is the Employer, duly organized and existing by virtue of the laws of the State of Illinois, employing personnel in the public sector and is an "Employer" under the Illinois Public Labor Relations Act.
3. The Metropolitan Alliance of Police, Cook County Telecommunications Supervisors, Chapter #507 is a recently certified collective bargaining unit, certified on August 10, 2010 pursuant to Illinois Labor Relations Board case number L-RC-08-022.
4. At all times relevant, Lisa Meador, Paul O'Grady and Peter Kramer have been attorneys who represent the Respondent.
5. All incidents described within this Charging Document have taken place at the offices of the Cook County government, 118 N. Clark, Chicago IL, 60602, at the offices of the Sheriff of Cook County, 50 W. Washington, Room 704, Chicago IL 60602, or at the offices of the Cook County Telecommunication Center, 9511 W. Harrison, Des Plaines, Illinois.
6. Since the certification of the bargaining unit, the parties have been engaged in efforts to negotiate an initial collective bargaining agreement and have met for negotiation sessions on numerous occasions.
7. The parties are currently engaging in mediation with FMCS and have agreed upon an arbitrator for this initial collective bargaining agreement.
8. The Charging Party learned that on or about June 1, 2012, the Respondent failed to apply the general cost of living increases approved by the County, to the covered employees.
9. On or about July 10, 2012, the Union, by and through its attorney Steven Calcaterra, corresponded with Lisa Meador and Paul O'Grady to request that the general cost of living increases approved by the County apply to the covered employees (Exhibit A).
10. Receiving no response, the Union, by and through its attorney Steven Calcaterra, corresponded with Lisa Meador and Paul O'Grady on July 17, 2012, to repeat its

CHARGE AGAINST EMPLOYER

August 2, 2012

request and to specifically request documentation which it believes is relevant and necessary for the Union to fulfill its statutory obligations to the covered employees (Exhibit B with attachment).

11. The items documentation requested by the Union is stated as follows:

“Please also provide to my office any available documentation indicating whether or not any of the non-unionized workforce with Cook County received step movement and/or cost of living increases during the current fiscal year (December 1, 2011 – present)”

12. This information is necessary for the Charging Party to properly prepare its case for interest arbitration, as well as to enforce the rights of the covered employees.

13. The Respondent has not responded in any way to the Charging Party’s repeated requests.

14. The actions taken by the Employer are in retaliation against the protected actions of the Union and its members and discourage support in collective activity and membership in the Union.

15. By refusing to grant the general cost of living increases and/or step increases to the covered employees, the Respondent is discriminating against the covered employees in violation of Sections 10(a)(1), (2) and (4) of the Act.

16. By refusing to provide the requested information to the Union, the Respondent is obstructing the exclusive bargaining agent in preventing them from fulfilling its statutory duties in violation of Sections 10(a)(1), (2) and (4) of the Act.

7. RELIEF SOUGHT BY THE CHARGING PARTY

Wherefore, the Charging Party requests that the Board issue a Complaint and;

- A. That the Board enter an order that Respondent to cease and desist from its unfair labor practice and to bargain in good faith with the Charging Party.
- B. Order the Respondent to refrain from making any other changes to the wages, terms and conditions of employment without bargaining for said changes;
- C. Order the Respondent to provide to the Union the materials reasonable and necessary for them to fulfill their statutory obligations;

THE BOARD OF COMMISSIONERS
TONY FRECKWINKLE
PRESIDENT



BUREAU OF HUMAN RESOURCES
OF COOK COUNTY

MAUREEN T. O'DONNELL
BUREAU CHIEF OF HUMAN RESOURCES

County Building
118 North Clark Street - Room 840
Chicago, Illinois 60602-1304
(312) 605-3300 TEL
(312) 603-5404 FAX

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|---|---|--|--|------------------------|
| Edwin Collins
1 st Dist. | Robert Sizemore
2 nd Dist. | Bridget Cahner
3 rd Dist. | John P. Daley
4 th Dist. | 10 th Dist. |
| Jerry Butler
5 th Dist. | William M. Beardsley
6 th Dist. | John A. Fitzgibbon
7 th Dist. | Larry Silvestri
8 th Dist. | 11 th Dist. |
| Deborah Birt
9 th Dist. | John P. Murphy
10 th Dist. | Gregg Goslin
11 th Dist. | Timothy O. Schneider
12 th Dist. | 12 th Dist. |
| Jesus G. Garcia
13 th Dist. | Edwin Reyes
14 th Dist. | Jeffrey R. Tobacki
15 th Dist. | Elizabeth Ann Doody Gorman
16 th Dist. | 13 th Dist. |
| Pamela J. Strover
17 th Dist. | | | | 14 th Dist. |
| | | | | 15 th Dist. |
| | | | | 16 th Dist. |
| | | | | 17 th Dist. |

Date: December 8, 2011

To: All Cook County Employees

From: Maureen T. O'Donnell, Bureau Chief of Human Resources

Re: Fiscal Year 2012 Compensation

This memo is intended to highlight the salary changes approved by the Cook County Board of Commissioners on November 18, 2011 in accordance with the "Annual Appropriation Bill for the Fiscal Year 2012". These initiatives were effective December 1, 2011.

Non-Union Step increases*

Anniversary step increases and/or longevity bonuses will not be provided to non-union employees of County Agencies with Anniversary dates after November 20, 2011, or during the fiscal year 2012.

Non-Union Cost of Living Adjustment*

Non-union employees of County Agencies will receive a cost of living increase in Fiscal Year 2012 as follows: (1) 2.25% cost of living increase effective the first pay period following passage of the Fiscal Year 2012 budget, and (2) a 3.75% cost of living increase effective June 1, 2012. The FY2012 cost of living increase will not be afforded to County or Agency employees in Grade 24 or equivalent positions including, but not limited to, positions graded 24, A35, A34, A33, A32, A31, D12, D11, D10, NS5, non-union and non-attending K12 Physicians, C06 and D05. The first cost of living adjustment will appear on December 23, 2011 Corporate payroll checks and December 28, 2011 Health payroll checks.

*Step Advancement and/or cost of living increases for union employees will follow the terms of the applicable collective bargaining agreements.

Shutdown Day

Cook County will implement one (1) shutdown day on Friday, November 23, 2012. All employees not scheduled to work on this day will not be paid. Managers are required to monitor the work hours of employees to ensure that no employee exceeds forty (40) hours of work during the week of the shutdown day.

