

Feb. 05, 2011

Metropolitan Alliance of Police Board Members,

I am writing to personally thank each of you for your continuous support of my grievance/arbitration regarding my demotion from Sergeant at the Northbrook Police Department over the past year.

I realize that on several occasions, you, the board, had the opportunity to vote on whether to proceed with my case, and each time you voted to proceed, it made me feel as though I was truly being supported....and believed.

Although the Arbitrators decision on procedural issues is disappointing, I deeply appreciate the fact that throughout the entire process, I have been supported and kept well informed regarding the options and progress in my case by both Steven Calcaterra and Keith George.

I cannot emphasize enough the amount of time and work Steve put into my case, from the first time we met I truly felt he believed in me and my case and he never gave up on trying to rectify the injustices which took place in my demotion.

Steve was eventually put in a position in which he himself testified before the Arbitrator regarding the initial negotiations of the Sergeants contract from five years previously, to attempt to obtain a hearing on the merits of my case by the Arbitrator. Not many attorneys would have put themselves in this position to defend a clients case, and it is truly appreciated.

Although my defense in this case will never be heard at a hearing, I take solace in the fact that MAP did everything in your power to attempt to defend my reputation and attempt to right the injustices which occurred throughout the process of my demotion.

As a 19 year Police Officer, I have learned that my reputation and credibility are all you really have in the end, and I greatly appreciate all of your assistance in attempting to defend mine. Needless to say, this has been the most difficult year of my 19 year career at the Northbrook Police Department. The support of Steve, MAP, and my friends and family have made it tolerable.

I want to express my thanks to all of you and I look forward to once again being a member and avid supporter of the Metropolitan Alliance of Police as a Patrol Officer when the vote for your representation of the Northbrook Police Department Patrolman's Union takes place in the near future.

Thank you all again!

Best regards,

Officer Teresa Haines, Northbrook P.D.