

OFFICIAL MAGAZINE OF THE METROPOLITAN ALLIANCE OF POLICE



the

2024 VOLUME 4

RAPSHEET

FIX TIER TWO

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**WE
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ONE
ILLINOIS**



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MAKE THE CALL

First responder mental health resources directory

- **MAP EMERGENCY NUMBER:** 1-630-905-0663
- **CRISIS TEXT LINE:** Text BLUE to 741741 (free, 24/7 and confidential)
- **NATIONAL SUICIDE PREVENTION HOTLINE:** 1-800-273-TALK
- **COP 2 COP:** 1-866-COP-2COP
- **SAFE CALL NOW:** 1-206-459-3020
- **SERVE & PROTECT:** 1-615-373-8000
- **SHARE THE LOAD:** 1-888-731-3473
- **COPLINE:** 1-800-267-5463
- **FRONTLINE HELPLINE:** 1-800-676-7500 (first responder call-takers)
- **CIST (Critical Incident Support Team):** 1-866-535-1078

PRESIDENT'S POST

KEITH R. GEORGE



Periodically, I like to bring to our members' attention the excellent work performed by MAP's attorneys on your behalf. In this case, MAP Attorney Ron Cicinelli stands out. Ron is the chapter attorney for the City of Harvey Sergeants.

In December 2020, Mayor Clark, along with Harvey Command staff members, engaged in a nefarious plot against the Union. As fate would have it, this conversation was recorded by a ring camera in the Deputy Chief's office. During the conversation, Mayor Clark openly made statements indicating his anti-union animus and hostility towards the Union's protected activity.

These statements included: (1) Cost and Efficiency: The mayor opined the county sheriff would be able to do things cheaper and more efficiently, and that they would not have to worry about pensions or budgets in the future; (2) Grievances and Labor Costs: He stated they would not have to deal with grievances, unions, labor attorneys, and other related costs, referring to these issues as "petty crap"; and (3) Job Threats:

These statements provided clear and convincing evidence of anti-union animus. They demonstrate the mayor's hostility towards union activities and his desire to eliminate union-related issues. Here is the timeline of relevant events:

On May 24, 2021: The City Council of Harvey, at the request of the mayor, passed an ordinance eliminating the rank of Sergeant.

On May 25, 2021: The city officially notified sergeants and MAP with its intent to eliminate the rank of sergeant and demote all members to the rank of patrol officers.

June 1, 2021: The City eliminates the rank of sergeant and demotes all sergeants to patrol officers. The Union and the City have a hearing in circuit court over the Union's request for a temporary restraining order.

June 2, 2021: The Union files an unfair labor practice charge in this case.

June 7, 2021: The Union files for a Temporary Restraining Order (TRO) asking the court to stop the actions of the city. The court unfortunately denied the order, indicating there was an administrative remedy through the Labor Act. Despite the inconvenient setback, MAP never surrendered.

July 8, 2021: The City interrogates the Deputy Chief regarding the camera in his office.

July 15, 2021: The City issues a job posting for a newly created lieutenant position.

August 5, 2021: The Deputy Chief is terminated from the city for unauthorized recording.

August 17, 19, and 30, 2022: A remote hearing is conducted before the Labor Board.

On March 12, 2024, the Administrative Law Judge issued a Recommended Decision and Order. He found the City violated Sections 10(a)(2), (4), and (1) of the Labor Act by eliminating the rank of sergeant and creating new lieutenant positions to perform bargaining unit work. This timeline captures the key events and actions taken by both the Union and the City, leading up to the Administrative Law Judge's Recommended Decision and Order. Moreover, the city was found to have acted with anti-union animus and failed to bargain in good faith with the Metropolitan Alliance of Police, Chapter #615. Some Key Findings: (1) Unlawful Eavesdropping Claim Denied: The motion to exclude evidence of a recorded conversation between the mayor, his chief of staff, and a commander was denied. The recording was deemed not to be unlawful eavesdropping as there was no reasonable expectation of privacy.; (2) Violation of Sections 10(a)(2) and (1): The City was found to have eliminated the sergeant rank and created lieutenant positions due to anti-union animus, thus violating Sections 10(a)(2) and (1) of the Act; and (3) Violation of Sections 10(a)(4) and (1): The City failed to bargain in good faith regarding the decision to eliminate the sergeant rank and create lieutenant positions, violating Sections 10(a)(4) and (1) of the Act.

The Administrative Law Judge Ordered the following:

1. Cease and Desist: The City must stop retaliating against employees for union activities and failing to bargain in good faith.
2. Rescind Decisions: The City must rescind the elimination of the sergeant rank and the creation of lieutenant positions.
3. Reinstate Employees: The City must reinstate the sergeants to their former positions and make them whole for any lost pay or benefits with interest.
4. Post Notices: The City must post notices informing employees of their rights and the City's obligations under the Act.
5. Notify Compliance: The City must notify the Board in writing of the steps taken to comply with the order.

To date, the city has reinstated the sergeants to their proper rank and are in the process of calculating backpay and benefits to make them whole.

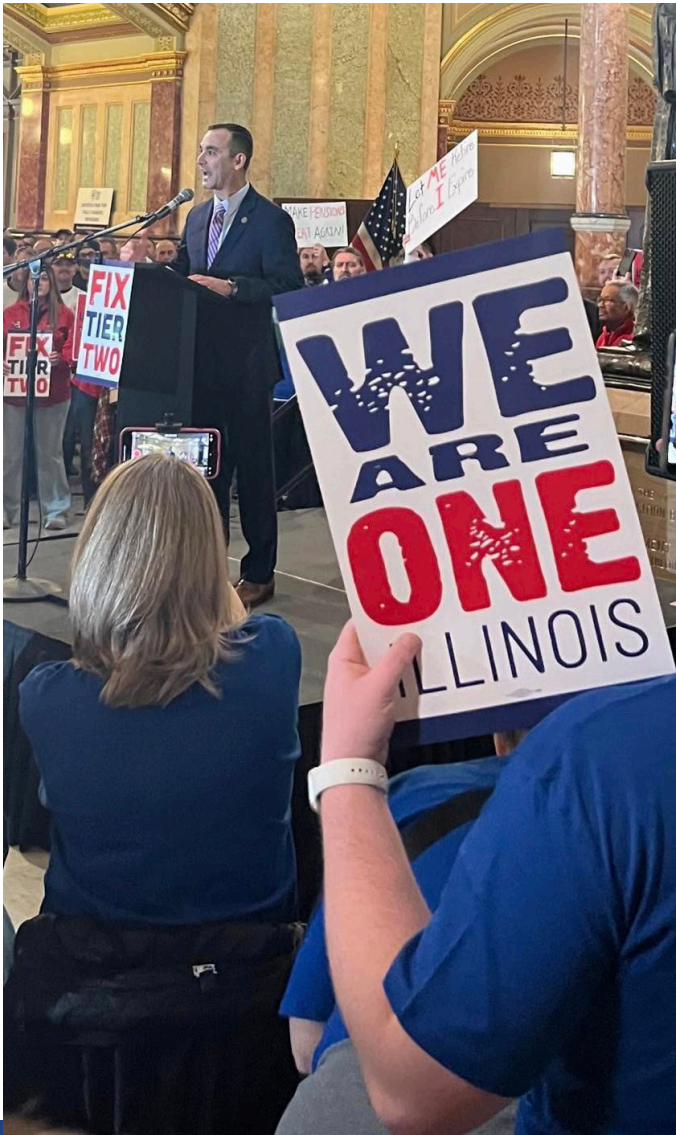
I realize this was a long summary of the facts; however, I believe it is important to understand there are venues, in this case, the Illinois Labor Relations Board, which can hold village officials and police command staff accountable for their villainous actions. Especially, when they impact on our members adversely. I cannot emphasize enough MAP is here to protect your rights and benefits—no matter what resources it takes or how long the fight may be.

Be Safe!!

IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.

FIX TIER TWO



By Melissa Rubalcaba Riske

They are the backbone to every community, police officers, telecommunicators, firefighters, teachers, city and state employees. But as they look to their future, the state's current retirement system has left far too many individuals asking if they will be able to afford to remain members of the community in their retirement. MAP understands these worries. Accordingly, MAP continues to battle, all in an effort to enhance and protect our members' benefits, especially our Tier 2 members.

Public employees, from first responders to those in the nursing and education fields, are advocating for newly proposed legislation to repair the flaws in the state's pension system.

In November, state legislators proposed the Fair Retirement and Recruitment Act, House Bill 5909/Senate Bill 3988. The legislation is sponsored by State Rep. Stephanie Kifowit (D-Oswego) and State Sen. Robert Martwick (D-Chicago). The legislation would create significant progress in repairing the Tier 2 pension system.

At the November 13th unveiling, MAP and thousands of other public employees, in support of the bill, rallied at the State Capitol in Springfield. They demanded state lawmakers act on this important legislation.

MAP is a charter member of "We Are One." From the onset, MAP joined the coalition to advocate for its Tier 2 members. We Are One Illinois is a coalition of public employee unions working in support of the legislation to repair the inequitable and unsustainable retirement system.

To refresh everyone's memory, the Tier 2 retirement system was created by legislators looking to cut costs and lower the state's pension liability. The state's pension debt is more than \$141 billion. Public employees hired on or after January 1, 2011, were placed in the Tier 2 designation.

Some say the move has created a second class of public employee, with benefits unequal to those of their peers hired prior to 2011. Throughout the state, there are employees working in the same positions, making the same contributions to their pensions, but based on the year they were hired, have vastly different retirement benefits.

As MAP has consistently advocated, the current pension system is broken and does nothing to solve the recruitment and retention problems in law enforcement and public safety. Furthermore, the pension system undercuts retirement security for public employees; including those working for cities, counties, the state, and the state university system.

What's more, while Tier 1 and Tier 2 participants pay the same amount toward their pensions, Tier 2 participants must work longer and retire at a later age.

In the Fair Retirement and Recruitment Act, the retirement age for Tier 2 participants would align with Tier 1 participants.

Another issue in need of repair—the cost-of-living adjustment. At present, the cost-of-living adjustment fails to keep pace with inflation for Tier 2 participants. Today, the cost of living adjustment ("COLA") for Tier 2 retirees in Illinois is calculated as the lesser of 3% or half of the annual increase in the Consumer Price Index ("CPI") for the previous year. In 2023, the Tier 2 cost-of-living adjustment, or annuity increase was 3 percent, and in 2024 it was 1.85 percent. For 2025, the annuity increase is 1.20 percent. All the while, in 2023, CPI-U was 8.20% and in 2023, 5.40%.

The Fair Retirement and Recruitment Act would implement 3 percent simple interest for cost-of-living adjustment for Tier 2 participants.

Tier 2 participants are subjected to a pensionable salary cap. Most Tier



2 participants are not eligible for Social Security. They must receive pension benefits at least equivalent to Social Security benefits, as determined by the Safe Harbor test. There is much concern that Tier 2 is too low and could potentially create a window for lawsuits against the state.

The Fair Retirement and Recruitment Act proposes adjusting the pension salary cap to match the Social Security wage base.

The problems go beyond those looking at retirement. As the name of the legislation suggests, state and local governments are finding it difficult to recruit employees due to the insufficient retirement system, unable to provide for a comfortable retirement for thousands of workers. As positions remain unfilled and under-filled, it will lead to greater problems and deficiencies in key public employee positions. This impact is felt even greater with regard to law enforcement/public safety recruitment and retention. MAP President Keith George recently stated, "MAP continues to work with our counterparts in the house of labor to fix tier 2, which if not addressed, will only lead to further recruiting and retention issues." George continued to tell members, " These are commonsense reforms and

would address the major concerns of our members."

Echoing President George's sentiment's, AFL-CIO Secretary-Treasurer Pat Devaney writes, "Passing the Fair Retirement and Recruitment Act and finally fixing Tier 2 mean investing in a stronger state with better services for all. ("Opinion: Fixing Tier 2 pensions would create a fair retirement for workers"). Let's work together to fix the broken Tier 2 pension system and ensure Illinoisans continue to receive the high-quality public services we all depend on." Id.

MAP will continue to fight for enhanced benefits for our members. MAP understands the link between economic incentives and employee recruitment and turnover. The value of recruitment and retention lies in attracting and keeping high-quality employees, which significantly impacts the community and its stability. A skilled workforce, engaged and committed, only benefits the people that we serve; namely, the public. Ultimately, recruiting the right people and keeping them satisfied is crucial for long-term organizational success. Fixing Tier 2 is a significant part of that success formula.

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MAP CHAPLAIN'S CORNER

By Rev. Tammy Roach

Spiritual Wellness

One of the most often overlooked aspects of resiliency is that of Spiritual Wellness. It is foundational to one's ability to move through stress and trauma and live into a resilient life...one that is not just about surviving, but one where you are thriving. Collectively, in over 20 research studies, all with correlational analysis, it was found that the higher a person's spiritual wellness the better a person's quality of life and resilience. This study shared in the Atlantis Press, found that "higher levels of religious faith and spirituality are associated with more adaptive coping responses, higher resilience to stress, a more optimistic life orientation, higher perceived social support, and lower levels of anxiety."

A healthy spiritual life is defined by how well one lives into his or her spiritual beliefs with intention and integrity. It's your inner belief system (faith) which guides your thoughts and actions, your convictions that help you make sense of the world and your role within it, and it's your sense of connectedness to yourself, others, and God (or a higher power). According to Dr. Daryl VanTongerren, an associate professor of Psychology at Hope College, being spiritually well (i.e. having spiritual fortitude), "helps people use their faith as a deep coping source and helps transform an experience of suffering into something meaningful." It's foundational for perseverance, helps maintain integrity during adversity, and provides a renewed sense of hope for finding meaning following adversity and trauma. This, my friends, is pretty significant!

This is highly important because the inability to find meaning in difficult circumstances will reveal itself in other areas of one's life altering one's worldview, and hindering the ability to trust that life will get better. This leads to hopelessness, which is very often the root of suicidal ideations. By working with one's faith foundation and spiritual understanding, hope can be restored.

To cultivate spiritual fortitude, you need to be intentional and pro-active. Choose practices which are not only beneficial to strengthening your spiritual fortitude, but that you can also sustain with genuine commitment. Keep in mind that some of these practices also strengthen your mental/emotional, relations, and/or physical dimensions of resiliency, so it's possible to choose practices with multiple benefits.

Nearly every major religion or philosophy uses rituals and/or engages with Spiritual Practices to grow deeper in faith and knowledge. So, regardless of your individual religion or philosophy, the following are five practices to incorporate into your daily and weekly rhythms.

Commit to a deeper engagement of your spiritual beliefs and practices: read sacred texts, practice daily prayer (or meditation), and engage with a faith-based community through worship and/or small groups. If you cannot name or identify your belief, religion or philosophy, the first step is to begin a journey of discovery.

Express Gratitude: Start a journal and record 5 things you are grateful for each day, or make it a habit of telling someone how much you appreciate them or what they have done for you. Expressing gratitude helps you recognize the goodness in your life, helps you feel more connected to others, and ultimately leads to more positive emotions.

Volunteer and/or share your hobbies with others: Giving of your time, talents, and resources for a greater good, without expecting anything in return, helps you learn valuable skills, and helps provide a sense of purpose and meaning.

Spend time in nature: Not only does spending time in nature help connect you to something greater than yourself, it also has been shown to decrease anxiety and negative thinking, and lower stress levels.

Practice intentional self-reflection: Take time to review your day, reflecting on the difficulties, struggles, and errors, as well as joys, connections, and gratitudes. This is also a time to ponder your values, and life's purpose. Reflect thoughtfully on your experiences to grow and learn through them.

I wish you well and pray that you find peace and hope on the journey!

Rev. Tammy J. Roach
(AKA Tammy, Pastor Tammy,
or Chaplain Roach take your pick)

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GOVERNORS STATE UNIVERSITY

President – William Kelly
Vice President – Christopher Dixon
Secretary – Renae Bester

WILL CO COURT SERVICE SECURITY

President – Gene Shedore
Vice President – Tony Burns
Treasurer – Steve Ankarlo

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The annual MAP Union Steward Seminar



The annual MAP Union Steward Seminar was held on November 6th, 2024 at the Bolingbrook Holiday Inn. Attending chapters included police, dispatchers, records, and public works to name a few. Many educational topics were covered in reference to leading a chapter as a union steward. Some topics included recognizing and implementing grievances, bargaining, officer involved shootings, the inner workings of mediation, and the rights of a union steward. Other topics outside the purview of the union were offered as well that included downstate and IMRF pensions and mental health.



As always, the success of the MAP Union Steward Seminar would not be possible without the interest of our chapter leaders that were in attendance. The necessity and interest of these topics was evident through many questions that were asked and many positive comments received. Numerous members expressed a greater understanding of their role as union stewards and gained more confidence in their capacity to assist fellow union members with their needs.



A large appreciation also goes to our presenters. This includes MAP attorneys, pension experts, mediators and mental health professionals. Through their expertise, passion and desire to share their knowledge, MAP enjoys recognition as one of the premiere public labor organizations in and around the collar counties of the Chicago metro area.

Hope to see all of you next year!



IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.



WE ARE ONE ILLINOIS

First, we asked you to show up to the State Capitol to demand lawmakers pass the Fair Retirement and Recruitment Act (HB5909/SB3988) to fix the broken Tier 2 system. Thousands of public employees responded to the call at our Fix Tier 2 rally.

Then, we asked you to make your voices heard again by emailing your state lawmakers to tell them to pass the Fair Retirement and Recruitment Act. Our supporters have sent more than 6,000 emails to lawmakers in Springfield!

Now, we need to send our message over the phone. Can you


call **938-800-0430** to be connected to your lawmaker to tell them to pass the Fair Retirement and Recruitment Act?


The only way we will be able to pass this legislation is if lawmakers feel the pressure to act on this critical issue. That's why we need everyone to keep the heat on Springfield legislators by making our voices heard in person, via email, and now over the phone by calling 938-800-0430.

We know our work is getting attention from state lawmakers, but we need to keep it going. Thank you for doing your part to make sure we finally fix Tier 2!

Even the Strongest People Need Support Sometimes

There is help. If you notice signs of distress in yourself or a fellow officer, connect with one of the following confidential hotlines available 24/7:

 TEXT or CHAT
Crisis Text Line
Text BLUE to 741741
Visit 988lifeline.org/chat

 PHONE
Suicide & Crisis Lifeline
Call 988
Veterans: Press 1

Learn more about suicide warning signs at afsp.org/signs.
Connect with the AFSP Illinois chapter at afsp.org/illinois.



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CONTRACT SUMMARY

Updates from our attorneys about collective bargaining agreements for MAP members.

JERRY MARZULLO

■ ARLINGTON HEIGHTS:

- 3-year agreement with full retro on all hours worked
- January 1, 2023 - 3.5%
- January 1, 2024 - 3%
- January 1, 2025 - 3.2%
- Union reps may attend grievance meetings while on duty
- Conversion of sick leave for payment of health insurance retiree premiums
- Expanded bereavement leave
- Expanded family sick leave
- Creation of a New Longevity Step for an additional \$1,500 added to the base salary
- No increase in healthcare premiums
- Ability to review all camera footage of an incident with Union counsel prior to a formal interrogation
- Preclusion of blood draw for OIS incidents.

■ WHEELING SERGEANTS:

- 4-year agreement with full retro on all hours worked
- May 1, 2023 - 3.25% plus a \$1,177 equity adjustment added to base salary
- May 1, 2024 - 3.5%
- May 1, 2025 - 3.0%
- May 1, 2026 - 3.0%
- Increase in uniform allowance from \$750 to \$1,000
- Expanded Holiday Pay to 2 additional Holidays
- Increased Longevity Pay: At 12 years, \$750 per year; at 18 years, \$1250 per year; at 25 years, \$1500 per year.
- Expanded Bereavement Leave

■ NORTH CHICAGO SERGEANTS:

- 5-year agreement with full retro on all hours worked
- May 1, 2022 - 3.25% to base, then, after, a \$5200-\$6000 equity adjustment to proceed to 12-hour shifts
- May 1, 2023 - 3.25%
- May 1, 2024 - 3.25%
- May 1, 2025 - 3.25%
- May 1, 2026 - 3.50%

■ MAP 522 BOLINGBROOK CIVILIANS:

- Two (2) year contract (2024-2026), retro on all hours worked
- May 1, 2024 - 3%
- May 1, 2025 - 3%

- Incorporated Paid Leave for All Workers Act benefits into CBA
- Increased payments for foreign language incentives
- Restructured Salary schedule for faster placement to the top step
- Additional automatic 1% added to salary for any member topped out for 5 years
- Additional automatic 2% added to salary for any member topped out for 7 years

RON CICINELLI

■ GOVERNOR STATE UNIVERSITY

- Police Sergeants' Wages 2022 = 6%, 2023 = 3.5% and 2024 = 3.5%
- Police Officers' Wages: 2022 = 6%, 2023 = 3.5% and 2024 = 3.5%
- Telecommunicators' Wages: 2022 = 8%, 2023 = 3.5% and 2024 = 3.5%
- Change in use of discipline record(s)
- Investigators' Pay Increase: \$1,250 to \$3,000
- LEADS Coordinator Pay Increase: \$1,000 to \$3,000
- Arbitration of Discipline added
- Officer involved shooting language (OIS) added

■ ROMEOVILLE

- Contract Duration: 4 years
- Wages: 2023: 3.50%, 2024: 3.50%, 2025: 3.50% and 2026: 3.25%
- Lateral Transfer Language Added
- Officer involved shooting language (OIS) added
- Health Insurance Rates:
 - HMO 5%
 - PPO Basic 5%
 - PPO Premium 12%
 - PPO High Deductible 5%
- Health Insurance Waiver Incentive: \$1,000 to \$2,000
- Compensatory Time Increase: 60 Hrs. to 80 Hrs.
- Increase in Extra Detail Pay: 2023: \$51, 2024: \$52, 2025: \$53 and 2026: \$54
- Removal of Zipper Clause
- Longevity Pay Increases: 5 or more = \$400; 10 or more = \$600; 15 or more = \$1,000; 20 or more = \$1,500; 25 or more = \$1,800; 30 or more years = \$2,000
- Specialty Pay Increases and Additional Positions:
 - Accident Reconstructionist (Certified) \$1,500
 - Bilingual \$700
 - COP Officer \$700
 - Crime Scene Investigator \$1,500
 - Evidence Technician \$700
 - Field Training Officer \$1,000

Instructor - Firearms \$700
Tactical Officer \$1,000
Traffic Officer \$700
COP Sergeant \$600
Detective Sergeant \$2,000
Traffic Sergeant \$600

- Added a deferred compensation plan 457(b) to the CBA

■ SENECA

- Wages: Full-time: 2024 = 8.8%, 2025 = 2.5%, 2026 = 2.5%; Part-time: 2024 = 8.8%, 2025 = .25%, 2026 = 2.5%
- Probationary period revised
- Workday and Overtime Language revised
- Compensatory Time: 24 hours max.
- Specialty Pay Added: FTO = \$2:00 per hr., Firearms Instructor = \$2.00 per hr., Detective/Investigator = \$1.00 per hr., Drone Operator: \$2.00 per hour.
- Vacation Time:
 - 1-5 years 80 hours
 - 6-10 years 120 hours
 - 11-19 years 160 hours
 - 20+ years 200 hours
- Holiday Increase from 10 to 12 days
- Bereavement Leave revised
- Donation of Time added to CBA allows officers to donate vacation and compensatory time to a bank to be given to another officer, paid at the rate of the affected officer's pay, for catastrophic illness or injury to an employee or a member of the employee's immediate family requiring the employee to take extended time off.
- Layoff Language added.
- Shift Differential: \$1.00
- Longevity Pay:
 - 10-14 years - 1% of employee's base pay
 - 15-19 years - 1.5% of employee's base pay
 - 20+ years - 2% of employee's base pay
- Uniform Allowance Increase:
 - Full-time \$650 to \$750
 - Part-time \$300
- On-Call Interpreters = 1 hr. of regular rate of pay
- Lateral Transfer language added to CBA
- Employee Fitness Incentive Program added to CBA
- Officer involved Shooting Language added to the CBA
- Body Camera Language added to the CBA
- Zipper Clause removed

IN CASE OF EMERGENCY

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MARK MCQUEARY

■ WILL COUNTY MANAGEMENT

- Wages: 3.50%, 3.50%, 3.50%, 3.50%
- Equity adjustment of \$3,000 to be placed on Step 6 of the Sergeants wage scale for FY 24 & FY 25
- Any disciplinary action of a three (3) day suspension or less shall not be used if twelve (12) months have passed since the imposition of any disciplinary action. All other disciplinary action shall not be used after twenty-four (24) months have passed since the imposition of any disciplinary action.
- An Employee shall be entitled to a presumption of innocence during a disciplinary investigation.
- Lieutenants assigned to the Patrol Bureau shall on an annual basis, be allowed to select a position within the Patrol Bureau based on rank seniority.

- Juneteenth added as a paid holiday.
- Uniform cleaning allowance increased to \$750 per year.
- Drug and alcohol testing following an officer involved shooting language added.

JOHN GAW

■ BARTLETT

- 4.0% for 2023
- 3.75% for 2024
- 3.5% for 2025
- 3.25% for 2026
- OIC pay increased to \$5 per hour
- Court Time minimum increased to 3 hours

■ PLAINFIELD SGTS.

- (First Contract)
- Established an indexed pay scale where Sgts are paid 10% to 20% over top patrol pay, based upon years in rank.

STEVE CALCATERRA

■ BURBANK CIVILIANS

- 3 yr contract
- Wages: 2024 22%; 2025 2.75%; 2026 2.75%; 2027 2.75%
- Vacation – 2-4 yrs 10 days; 5-10 yrs 15 days; 11-19 yrs 20 days; 20+ 25 days
- Personal/ Sick days – 12 per year, can use 6 personal days
- Insurance: 78% Employer/ 22% Employee

PERSONAL INJURY, WORKERS' COMPENSATION, POLICE PENSION, PEDA, PSEBA CASES

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Partner David Figlioli is one of the very few attorneys in the state of Illinois who has handled and continues to handle personal injury, workers' compensation, and disability cases, as well as PEDA and PSEBA claims in one office.



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DID YOU KNOW

If there is a question you would like MAP to answer, please email John at Jholiday@mapunion.org.

The information provided does not, and is not intended to, constitute legal advice; instead, all information, content, and materials available on this site are for general informational purposes only. You should contact MAP to obtain representation with respect to any particular legal issue related to collective bargaining and your union rights.



Q I am a civilian clerk for a local police department. I just heard that a complaint was filed against me by someone who I dealt with yesterday and I am being ordered to meet with my supervisor to discuss it. What should I do?

Answer: As a union member in Illinois, you have the right to have your representative present during an investigatory interview that you reasonably believe can lead to discipline, commonly known as “Weingarten” rights. It is a violation of the Illinois Public Labor Relations Act to deny an employee their Weingarten rights.

Any meeting may be considered an “investigatory interview” provided that the following occurs:

- A manager, representative of management, or supervisor is seeking to question an employee.
- The questioning is part of an investigation into the employee’s performance or work conduct. During an investigatory interview, a representative of management may require an employee to defend, explain, or admit misconduct or work performance issues that may form the basis for discipline or discharge.
- The employee reasonably believes that the investigation may result in discharge, discipline, demotion, or other adverse consequence to their job status or working conditions.
- The employee requests a union representative. Employers are not required to advise employees of their right to representation and third parties (including union representatives) may not make the request on behalf of the employee.

When making a request for a representative, you do not need to specify that they need a “Weingarten” representative. It is

IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.

NOW?

Best Of Edition

By: MAP Legal Council

important to keep in mind that your employer does NOT have to tell you that you have this right – this is not like “Miranda” rights where a police officer must tell an arrested person that they have a right to an attorney. You **MUST** ask for a union representative to be present and if you do not ask for one then this right is waived. Once you have requested a union rep for the interview, your supervisor can either 1) allow you to have a union representative (co-worker) attend the meeting, or 2) reschedule the investigation for a later time when a union rep is available. If a union rep is available and you would prefer a different one, you do not have the option to reschedule the meeting but must instead attend with whichever rep is working at the time.

If your supervisor orders you to participate in an interview without a representative, follow the order but make it very clear that you want a union rep with you and call MAP as soon as possible!

What is the zipper clause and why does it have to come out of our contract?

A zipper clause is a contract provision that "seeks to close out bargaining during the contract term and to make the written contract the exclusive statement of the parties['] rights and obligations." *National Labor Relations Board v. Tomco Communications, Inc.*, 567 F.2d 871, 879 (9th Cir. 1978). This means that any rights or benefits that were not specifically negotiated and included in the contract are waived by the parties.

The zipper clause can be harmful because a zipper clause conveys the message the agreement contains the complete understanding of the parties. Put another way, it zips up and closes negotiations and announces there is no more to bargain about until next contract. Unfortunately, it can limit the ability of the parties to negotiate unforeseen circumstances or the impact and effect of certain decisions. Broad zipper clauses use specific language to foreclose bargaining on any issue not included in the contract even if the issue was unknown or not within the contemplation of the parties at the time the contract was signed. Meaning, it forecloses mid-term bargaining and impasse resolution procedures (i.e., interest arbitration).

Keep in mind, unless you expressly waive mid-term bargaining, the Union has a right to bargain matters that touch upon, wages, hours, terms and conditions of employment, and safety. Now, more than ever, it is important to preserve your mid-term bargaining rights. Broad zipper clauses are a permissive subject of bargaining and the Union does not have to give up anything to have them removed from your contract.



Do I need to use my benefit time (vacation, comp time etc.) to attend drill or military duty?

No, the employer cannot require the employee to use paid benefit time to schedule a day off to attend military duty. However, public employees may elect to use accrued vacation, annual or similar leave with pay in lieu of differential compensation during a military leave. In this scenario, the employee would collect both their full public employee pay and military pay. The election to use paid benefit time is the choice of the public employee, not the employer.

Confusion Between Public and Private Speech:

Misconception: Officers may think that their social media posts are purely personal expressions and are therefore protected by the First Amendment.

Reality: Law enforcement agencies can set reasonable guidelines for officers' behavior both on and off duty. Speech that creates disruption within the department, affects the officer's ability to perform their duties, or undermines public trust may be subject to restrictions. Public employees, including police officers, have a diminished expectation of privacy in their public speech compared to private citizens.

Employers' rules regarding speech must be clear and unambiguous. Moreover, rules controlling speech must be narrowly tailored or they may be unconstitutional. However, it should be noted, employees' statements made on behalf of a law-enforcement union are not part of the employees' job and are likely protected under the First Amendment. The 9th Circuit held, "given the inherent institutional conflict of interest between an employer and its employees union, we conclude that a police officer does not act in furtherance of his public duties when speaking as a representative of police union." The 7th Circuit has applied the same protections to union speech. In *Fuerst v. Clarke*, the 7th Circuit held, comments made by deputy sheriff as president of sheriffs' union were "prima facie protected by the First Amendment as a contribution to political debate." In sum, public employees, and specifically law-enforcement officers, must be cognizant of the limitations on their free speech. Though their speech may not be protected under the First Amendment, it may be protected under some other area of law. It is important to keep in mind, constitutional protections are the floor, not the ceiling. Meaning, each state can afford its citizens greater rights.

What if You Are Unable to Sign Your Name?

During this time of year, as we plan and attend holiday gatherings, we often notice changes in elderly relatives. With those changes comes concern. What if something happens to my parents, aunt, uncle, or older sibling? Is everything they own protected? Will I be equipped to handle their affairs if they cannot?

It is natural to be concerned about our family. However, protecting your family includes ensuring your protections are in place. You work in a high-risk profession. And we live in uncertain times. One sudden event or illness can change everything.

FINANCIAL POWER OF ATTORNEY

If you or a family member is incapacitated for a short or long time, having previously signed a *Financial Power of Attorney* (POA) will make all the difference. If you cannot sign your name, your POA's agent will be authorized to sign your name for numerous reasons. Here are just a few:

- Real Estate transactions, including, but not limited to, contract, title, and any related transaction documents for the sale and closing of properties, both titled in my name and the name of my Trust.
- Financial Institution transactions and to execute a financial institution's Power of Attorney.
- Stock and Bond transactions.
- Insurance and Annuity transactions.
- Employment and Military Service Benefits.
- Tax Matters.
- Borrowing transactions.
- Enter into Caregiver Agreements.
- Use, open, close, or inquire about credit cards.
- Obtain, open, read, respond to, and redirect U.S. Mail.
- Deal with the IRS.
- Apply for, continue, or terminate any benefits from any state or federal government or agency or department, including but not limited to Social Security, VA, Medicare, and Medicaid.
- Hire Agents, Attorneys, Accountants, and Financial Advisors and compensate them.
- Establish, contribute to, convert, and Roll Over Retirement Plans.
- Claims and Litigation.
- Act as Digital Fiduciary.

THE CONSEQUENCES OF BEING UNPREPARED

If you do not have a properly signed, notarized, and witnessed POA and cannot sign your name for any reason, no one is legally authorized to sign it, not even your spouse.

Your estate and all your assets are then subject to a guardianship proceeding, where, after being evaluated by a court-ordered physician, you are declared a ward of the court. The court takes control of what you own, and your family must petition for access or to be able to sign your name as a legal guardian.

Of course, your best protection against this type of court and government intrusion is a *Living Trust*, which comes with POAs for financial and healthcare. However, having no plan exposes you to extensive costs and inconvenience. Worse yet, once you are declared a ward of the court, it isn't easy to reverse that order since a judge's order will be highly scrutinized.

POWER OF ATTORNEY LAW CHANGES IN 2025

Financial institutions may require that your POA agent sign a certification such as the following:

To the best of my knowledge, I certify that the Principal had the capacity and competency to execute the Power of Attorney, is alive, and has not revoked it. The Principal is not subject to undue influence or interference with the Principal's independent intentions. My powers as an Agent have not been altered or terminated, and this Power of Attorney remains in full force and effect.

An additional new requirement is an attorney certification that the POA is valid, the principal is alive and has not revoked it, and it is enforceable.

To avoid legal guardianship and court control of your estate and ensure that your current POAs are enforceable, review your documents, update them where required, and obtain a complete estate plan if you do not have a Living Trust plan that includes POAs.

YOUR LIVING TRUST POLICE DISCOUNT

I offer a 1/3 reduction of my fees to all police officers and staff, MAP members, and their family members.

If you have property, investments, or bank accounts in your name at the end of your life or incapacitation, they risk probate.

- A Will = Probate. The rule is that no one can legally sign your name. Therefore, all assets in your name are subject to the Probate process, which averages 18 months and is costly.
- A *Living Trust* avoids Probate.
- Your financial accounts, life insurance policies, and deferred compensation accounts can name your Living Trust as beneficiary, subject to essential tax considerations.
- A *Living Trust* estate plan includes Health Care, Financial Power of Attorney documents, and a Last Will and Testament.
- A Will is necessary for guardianship of minor children. It also transfers assets in your name out of Probate.
- A *Living Trust* contains a No-Contest provision and beneficiary *Asset Protection* clauses.

YOUR MAP BENEFITS

Call my office today to lock in your MAP 1/3 reduced rate for a complete Living Trust Estate Plan.

Tom Tuohy has been a police lawyer for over three decades. His father was a CPD detective, and his grandfather was the CPD Chief of Major Investigations and Chief of Cook County Sheriff's Police.

You can reach Tom at **312-559-8400**, tom@tuohylawoffices.com, or visit his office in **Oakbrook Terrace**.
www.tuohylawoffices.com.



Tom Tuohy

IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.

33% Police and Family Discount for a Living Trust Estate Plan

Tuohy Law Offices has served the police for over 37 years.

Tom Tuohy is the son of a CPD detective and
grandson of a CPD and Cook County Chief

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Mention MAP for 33% Discount



MEMBER NEWS



Addison Police

Congratulations to Investigator Matthew Kobylarz on his new assignment as a General Detective in the Investigations Section of the Police Department. Matt started at the Addison Police Department in June of 2021.



DuPage Forest Preserve Police

In a heartwarming display of compassion, police and rangers came to the rescue of a Great Dane struggling in pond at East Branch Forest Preserve. The Great Dane named Chicago entered the pond and became stuck. Thankfully, he was found to be in good health, albeit shaken from the ordeal. This incident serves as a reminder of the extraordinary lengths first responders go to protect both people and pets.



Plainfield Police

Congratulations to Detective Columbus, Detective Allen, Sergeant Mikos and Sergeant Bayless who cooked up some friendly competition at the Men Who Cook event. The team took second place!



Rolling Meadows

Congratulations!

K9 Scar and Officer Don competed in the annual American Working Dog K9 Olympics in Denver, Indiana. Over 100 Police and Military K9 teams from around the country showcased their skills. K9 Scar placed 1st in area search for man, and 2nd in a narcotic detection event. K9 Scar and Officer Don also obtained a nationally recognized K9 certification in narcotic and human detection after passing a rigorous test.



CenCom E911 Center

Congratulations Employees of the Quarter; Ryan Borchardt and Emilee Whittaker

Minooka

Officer Picha was promoted to the rank of Sergeant. She began her career with the Minooka Police Department six years ago as a patrol officer. Since then, she has expanded her role and responsibilities becoming a K9 officer with her partner Kya, an Officer in Charge, and most recently, a Field Training Officer. Congratulations Sergeant Picha!



ISPFCU

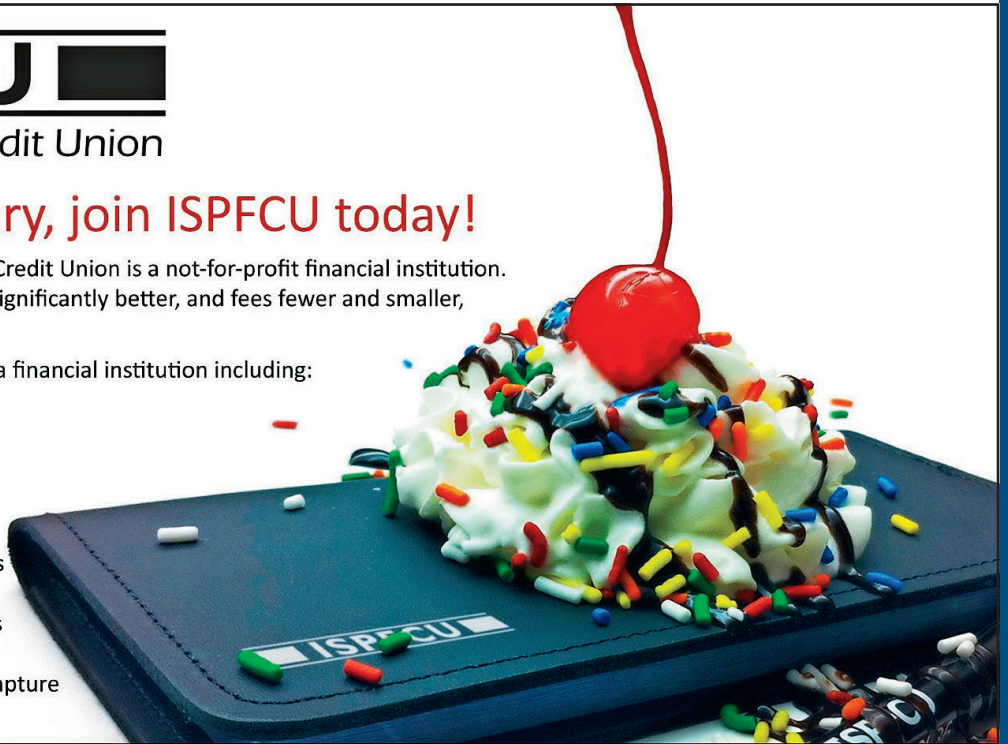
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- Access to over 6,000 Shared Branch Locations
- FREE Checking Accounts
- FREE Mobile Banking with Remote Deposit Capture
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Federally Insured by NCUA

MEMBER NEWS



DuPage County Sherriff

DuPage County Deputies joined with The Mapleberry Pancake House in Carol Stream for the Illinois Special Olympics "Tip a Cop" event! The community's support will make a significant impact for the athletes. Thank you!

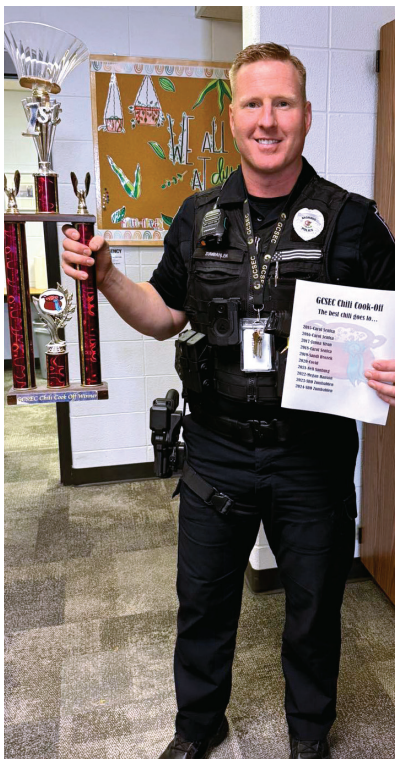


Lockport Police

Congratulations Detective Neyhart for being named Officer of the Year!

Morris

Congratulations to SRO Derek Zumbahlen for taking first place at this year's Chili Cook-Off at Rivers Edge Academy. This is back to back wins for him as he took the title in 2023.



Mount Prospect Police

Fist Bump Friday at Mt Prospect elementary schools.



Northern Illinois University Telecommunicators

Northern Illinois University employs several dispatchers dedicated to their craft. Dispatchers are integral to police and law enforcement work.



North Aurora Police

North Aurora is getting into the Halloween spirit.

MAP MEMBER MILESTONES

WELCOMING NEW MEMBERS

WELCOME TO MAP

■ OAK BROOK TERRACE POLICE & SERGEANTS

■ PLAINFIELD SERGEANTS

■ ADDISON

Jack Courtney
Madison Gwozdz
Natalie Obrzut
Wayne Sobotka

■ ALSIP

Timothy Harney

■ BARRINGTON HILLS

Megan Schauner

■ BARTLETT

Joseph Mondia
Darien Romero

■ BENSENVILLE PD

Airaf Karim

■ BLUE ISLAND

Brenda Garcia Cruz
Symone McCree

■ BOLINGBROOK

Zachaary Hohe
Joseph Lizzio
Joseph Sheppard

■ BOLINGBROOK PROF EMP

David Castillo

■ BRIDGEVIEW

Janet Mondragon
Thomas Stienz
Hever Valenzuela

■ BUFFALO GROVE

Cassandra Arreola
Deny Wolf
Aeden Young

■ BURBANK CIVILIANS

Letisia Bernal

■ CARPENTERSVILLE

Tara Caballero
Andrew Churchill
Kathryn Compton
Edgar Garcia
Tommy Hernandez
Christopher Maznaritz
Rafay Noor
Jordan Travis
Brandon Wiesman

■ CARPENTERSVILLE CIVILIAN

Marcos Miramontes

■ CENCOM E 9-1-1 DISPATCH CENTER

Timothy VanderTuuk
Jonathan Vasquez

■ COOK CO FUGITIVE UNIT INVESTGTRS

Miguel Ocegüera
Joseph Romo

■ CRYSTAL LAKE

Robert Santoro

■ DARIEN

Kimberly McKay

■ DEKALB CO

Kate Diaz Lopez

■ DES PLAINES PD

Alexa Laureano
Victor Vivo

■ DUPAGE CO

Michael Bell
Thomas Duhig
Erika Franco

DuPageCo Forest Pres Rangers Caitlin Chex

■ ELK GROVE VLG

Michael Clausen
Cindy Deunas
Patrick Konopko
Erin Mack
Kiril Monev
Nicole Wajda
Jessica Zia

■ GENOA

Kristen Traversa

■ GLENVIEW

Ruslana Slyvchuk

■ GOVERNORS STATE UNIVERSITY

Ademilola Abosede

■ GRUNDY CO CIVILIANS

Melissa Farmer
Reece Mortensen
Brittney White

■ HANOVER PARK

Luis Mendoza
James Bunkely
Kevin Glover
Stephen Manning

■ HOMEWOOD

Erin Oldenburg

■ IL VALLEY REGIONAL DISPATCH

Ariana Kuehlem-Santoy

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Welcoming new members, celebrating promotions,
honoring retired members and more

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Sharon Abrahamsen
John Adams

■ **KANE CO**

Peace Ofc Lucas Chambers
Brock Larkin

■ **LAKE CO SGTS**

Ryan Mitchell

■ **LAKE FOREST**

Jamal Clarke
Ruben Escobedo
Eddie Hagan
Gino Ortiz

■ **LAKE IN THE HILLS CIVILIANS**

Amanda Orlandini

■ **LAKEMOOR**

Christopher Kanches
Christopher Sheets

■ **LASALLE CO PATROL**

Austin Osadnick
Zachary Thompson

■ **MCCOOK**

Ibidro Briceno Garcia

■ **METRA**

Deon Akerson
Kevin Alexander
Luis Balderama
Sonia Castaneda
Christina Molfese
Oscar Ortiz
Brayan Rivera
Asia White

■ **MOKENA**

Ryan Creagan
Heather Fane
Liam Rossi
Alexander Strack

■ **MONTGOMERY**

Johnathan Doyle
Reese Peter

■ **MORAINE VALLEY COLLEGE**

Peter Panagiotaros

■ **MUNDELEIN**

James Cummings
Rhani Jordan
Elizabeth Maldonado
Elijah Thurman

■ **NORTHERN IL UNIV
COMMUNICATIONS**

Andrw Nicol

■ **NORTHERN IL UNIVERSITY**

Ronald Holden

■ **OAKTON COMMUNITY COLLEGE**

Marcelo Perez

■ **ORLAND PARK**

Angel Estrada
Liam Moran
oseph Napolitano

■ **PARK FOREST**

Omar Muhamad

■ **PROSPECT HEIGHTS**

Rakans Ammari

■ **QUADCOM 9-1-1 DISPATCH CENTER**

Jena Korn

■ **ROMEOVILLE**

Anthony DeHoyos
Giselle Lupo

■ **ROUND LAKE**

Andres Fajardo

■ **SCHAUMBURG**

Josiah Bolanos
Michael Dampier
Daniel Leszczynski

■ **SENECA**

Anthony Puleo

■ **SOUTH BARRINGTON**

David Blaszczyk

■ **SOUTHCOM DISPATCH**

Sarah Muniz

■ **THORNTON PATROL**

Brent VerHagen
Jaevion Watkins

■ **TINLEY PARK**

Nicholas Dominguez
Collin Hauert

■ **WESTCHESTER**

Vernardo Cruz

■ **WESTERN SPRINGS**

Anthony Poli

■ **WHEATON**

Carlos Mendez

■ **WILL CO COURT SRVC SECURITY**

Blaze Gonzalez

■ **WILL CO MGMT**

Charles Kahr
Kimberly Topolewski

■ **WILMINGTON**

John Loftus
David Tafoya

■ **WOODRIDGE**

Anderson Agudelo
William Winfrey

MAP MEMBER MILESTONES

Welcoming new members, celebrating promotions,
honoring retired members and more

CELEBRATING PROMOTIONS

■ ARLINGTON HEIGHTS

Jessica Chojnowski
Brian Clarke

■ BOLINGBROOK SGTS/LTS

James Albright
Aaron Gieser

■ CLARENDON HILLS

Kyle Michalek

■ DUPAGE CO

Sean Siddiqui

■ ELK GROVE VILLAGE

Nicholas Langendorf

■ GILBERTS

Jeff Hill

■ KANE CO

Peter Burgert
Terence Hoffman Jr.
Brandon McKiness

■ LAKE IN THE HILLS

James Riffe

■ MCHENRY COUNTY COLLEGE

Kenneth Ellinger

■ PLAINFIELD SGTS

Zach Bayless

■ ROMEOVILLE

Gabriel Kirstein
Daniel Zakula, Jr.

■ ROUND LAKE PARK SUPRVISORS

Nicole Cheney
Erik Landsverk

■ SCHAUMBURG COA

Marco Alvarado
Jose Lopez
Caleb Sturghill

■ TINLEY PARK SGTS

Kent Borden
Frederick Mondt

■ WESCOM DISPATCH

Heidi Shervino

■ WESTERN SPRINGS SGTS

Taylor Ficke
Chase Naber

■ WOOD DALE

Adrian Rygula

■ WOODRIDGE

Robert McKimson

HONORING RETIRED MEMBERS

■ ALGONQUIN

Brian Siegfert

■ ARLINGTON HEIGHTS

Edson Castillo

■ BOLINBROOK PATROL

John Tuttle

■ BOLINGBROOK PATROL

Brigette Buitron
James Burke
Joseph Cassidy
Michelle Geier
Michael Kraus
Chris Kushenbach
Robert Liazuk
Brian Martin

■ BOLINGBROOK PROFESSIONAL

Ivan Straka

■ BOLINGBROOK SERGEANTS

Vincent Radaker

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Ryan Loyd

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Jamey Green

■ MINOOKA

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John Gorman

■ NAPERVILLE SERGEANTS

Scott Thorsen

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Richard Scott

■ NORTHWEST CENTRAL DISPATCH

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■ PLAINFIELD

Brian Heath

■ PLAINFIELD SERGEANTS

Eric Munson

■ ROLLING MEADOWS

Kevin Crocker

■ ROUND LAKE SUPERVISORS

Peter Marquardt

■ STREAMWOOD VILLAGE HALL CIVILIANS

Valerie Bartman

■ TINLEY PARK

Jeffrey Jardine
Heather Trinidad



Benefits AT A GLANCE

For all MAP dues paying members in good standing

ON DUTY CRIMINAL DEFENSE PLAN

MAP will offer assistance to officers who are criminally charged with an offense that occurred within the scope and in the performance of the member's official law enforcement duties.

LICENSING DECERTIFICATION REPRESENTATION

This coverage extends our current administrative legal defense coverage to the State's new Law Enforcement Review Panel and the Law Enforcement Training Board's new decertification authority. This includes actions by sworn officers on and off duty. MAP has a dedicated team of attorneys who will represent our members through all phases of the decertification process.

RIGHT TO BEAR DISCOUNT

Right To Bear promotes freedom and the safe and legal usage of firearms by law abiding citizens. They protect responsible gun owners that are forced to use their firearm in cases of self-defense..

DISABILITY INSURANCE

The MCL has partnered with SSDC Services Corp. (SSDC), a national advocacy firm specializing in Social Security Disability Insurance (SSDI) benefits and Medicare coordination. SSDC identifies whether you or your dependent(s) are eligible for SSDI benefits and early Medicare and becomes your Advocate for filing and obtaining these benefits.

ALLSTATE ROADSIDE ASSISTANCE

Your MAP/Legal Defense membership is your ticket to free membership in Allstate Roadside Services, which provides free towing, flat tire repair, jump starts, lockout assistance, and fuel delivery.

OFF DUTY LEGAL ASSISTANCE

When an unexpected legal or family situation arises, you have access to a range of free and heavily discounted services and advice from experienced lawyers and judges.

MAP MEMBER DISCOUNT PROGRAM

Save big with exclusive offers on a wide variety of merchandise and services including:

- Vehicles • Groceries • Electronics
- Clothing • Restaurants • Health & Home Gifts • And so much more!

LIFE INSURANCE

You now have free life insurance just for being a MAP member, along with the option to purchase up to \$250,000 of additional coverage at the lowest rates possible. All of this with no medical exam, and no questions asked during the open enrollment period.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Through your MAP membership, you now have free coverage with the option to purchase up to \$250,000 in additional

coverage for accidents that result in fatality, paralysis, or the loss of a limb, eyesight, hearing, or speech.

CREDIT UNION

BANKS ARE FOR PROFIT, CREDIT UNIONS ARE FOR PEOPLE.

Our credit union exists solely to serve our union members by providing financial products on the most favorable terms we can afford to offer - and that is what we do best.

ACCIDENT/ILLNESS INSURANCE

Accident Insurance pays you benefits for specific injuries and events resulting from a covered accident.

Critical Illness Insurance pays a lump-sum benefit if you are diagnosed with a covered illness or condition.

TAX PREPARATION SERVICES

We have partnered with the HMHF Group to offer affordable and secure tax preparation services. Save time and money over doing your taxes yourself or going with another firm.

FINANCIAL PLANNING

We have partnered with Megent Financial to provide our members in good standing with FREE financial planning services. Megent Financial can guide you along your financial journey, helping you take steps to achieve the growth you want and the protection you need.



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The Midwest Coalition of Labor is now the National Coalition of Labor! We've got a new name, but in partnership with your union, we still offer low-cost life and AD&D insurance to members!

NO HASSLE! No matter what pre-existing conditions you have, or how serious they are, you can protect your family without having to answer a single question about your medical history.

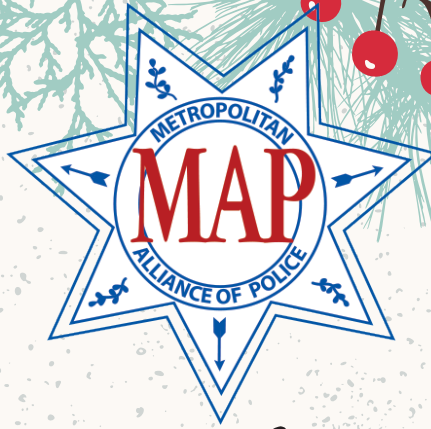
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