

IN THE MATTER OF ARBITRATION

County of Cook and Sheriff of Cook County,)	Case No. GR-180810-MMVX
Joint Employers)	Case No. GR-181030-JPYX
)	
And)	Hearing Date: October 30, 2018
)	
Illinois FOP Labor Council)	Marvin Hill, Arbitrator
Union)	

STIPULATED AWARD

On October 30, 2018, the County of Cook and Sheriff of Cook County ("Employer") and the Illinois FOP Labor Council ("Union") met to hear the arbitrations of two grievances filed regarding the failure of the Employer to deduct dues from the paychecks of employees represented by the Union in two separate bargaining units.

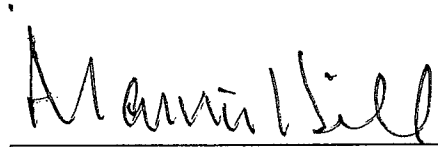
The Union was certified (on March 12, 2018) to replace MAP as the exclusive representative in a unit of Telecommunicators. The Union was certified (on March 19, 2018) to replace AFSCME as the exclusive representative in a unit of Police Officers. The Union timely submitted dues deduction forms to the Employer for the employees in these units, but the Employer failed to deduct dues, pursuant to the relevant collective bargaining agreements. The Union filed grievances contesting this failure and these cases were consolidated.

The Employer admits it has not deducted dues and has agreed it will begin to do so immediately based upon this Award and Order:

1. The Employer advises that commencing with the pay period ending on October 26, 2018, the Employer will deduct \$22.50 from the paychecks of Police Officers and \$15.64 from the paychecks of Telecommunicators who have signed a dues deduction form (See Appendix A hereto). These amounts do not reflect the uniform dues per pay period (\$19.85).
2. Commencing with the pay period ending on November 10, 2018 through the pay period ending October 5, 2019, the Employer will deduct \$31.30 from the employees listed in Appendix A.
3. Because the Union has the lawful right to determine the uniform amount of monthly dues and the right to change that amount, the Union reserves the right to notify the Employer of any increase and/or decrease in the amount of uniform dues owed. If a change should occur, the Union will follow the procedures in the collective bargaining agreements to notify the Employer of the change, which would affect the amount of the deductions listed in this Order.
4. Commencing with the pay period ending pay period ending October 19, 2019, the Employer will deduct the uniform amount of dues (currently \$19.85) from the employees in the bargaining units.
5. Any new employees hired after the date of this Order shall not be subject to paying dues over the uniform amount of dues (currently \$19.85).
6. If the Employer fails to deduct dues from the employees' paychecks for the pay period ending on October 26, 2018, the Employer will send the Union the full amount due and owed for that pay period (as if the dues and/or retro dues had been deducted), and will continue to do so, until such time as the proper dues are deducted.
7. The Arbitrator retains jurisdiction over these disputes in order to effectuate the implementation and administration of the Order, and to make adjustments if needed based upon change of circumstance.
8. The Employer and the Union will draft an agreed statement regarding the resolution of these disputes and distribute that statement, along with this

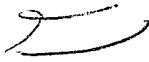
Award and Order, to the affected employees through the county email system.

9. The Union does not waive any rights it possesses in any other forum.



Marvin F. Hill, Jr., Arbitrator

October 30, 2018



APPENDIX A

Baker, Keri (753480)
Boyette, Latonya (377467)
Braun, John (375641)
Cummins, Dedra (377468)
Dorn, Michelle (378870)
Haras, Diane (375885)
Holler, Sheri (388936)
Jones, Tamera (1124645)
McCarthy, Elizabeth (854671)
Mickendrick, Brenda (382608)
Noa Serna, Yamile (1125684)
Quan, Michael (383952)
Serna, Teresa (764382)
Steele-Ross, Andriana (459327)
Tamme, Mary (381441)
Thomas, Jessica (772797)
Trinidad, Theresa (749377)
Voves, Genevieve (1125688)

Allen Victor, Natasha (389526)
Babiarz, Kimberlie (4848181)
Busse, Meaghan (4847884)
Campbell, Carl (1125724)
Cap, Michael (4847883)
Duffy, Patricia (389028)
Gamble, Shereen (389022)
Knight, Emily (4847882)
Newsome, Mitoi (1127410)
Siedleski, Victor (697090)

Alva, Samina (764371)
Barbella, Patrick (1111573)
Carlson, Leanna (854651)
Caruso, Brandon (1112455)
Chickerillo, Gerald (1114890)
Ciniron, Wanda (811138)
Demro, Daryl (1125681)
Gouwens, Kimberly (1104129)
Koch, Rachel (854692)
Koprowski, Jami (1117166)
Langford, Lauren (1114897)
Nedved, Christina (1125683)
Perduto, Barbara (854674)
Rodriguez, Kanisha (1125686)
Rozhon, Shauna (386117)
Sellers, Eric (1114070)
Sellers, Kyte (831389)
Sneed, Khaleelah (808325)
Suchocki, Karol (1119047)
Vetter, Spencer (1126923)

Delgado, Mirella (1125680)
Domine, Catherine (375092)
Duffy, Julie (774551)
Kendall, Kiersten (1119050)
Kirkwood, Roderick (732067)
Mellefi, Catherine (776819)
O'Donnell, Tracy (385446)
Olson, Charles (1118542)
Rattler, Latrice (808340)

Rodriguez, Erika (1112467)

Roman, Veronica (732066)
Ryan, Jerome (1107710)
Ustaszewski, Sharon (375593)
Veitkus, Giovanni (1119631)
Wiening, Samantha (1126924)
Wright, Donald (1113399)

DUES FORM RECEIVED
10/26/2018

FORM	Last	First	Middle
X	ABELS	BRIAN	J.
X	AGUILERA	JOHN	R.
X	AGUIRRE	ANTHONY	
X	ALMAOUI	ZACHARY	
X	ALMEIDA	ROBERT	C.
X	ALVA	JOSEPH	M.
X	ALVARADO	DANIEL	V.
X	ANDERSON	GLORIA	L.
X	ANSTED	JEFFREY	J.
X	ANTHONY	DARRYL	E.
X	ANTON	GEORGE	N.
X	ARVELO	FELIX	
X	ASHLEY	SHELIA	L.
X	ATKINSON	BRIAN	K.
X	AUSTIN	BEVERLY	
X	AWAD	EYAD	R.
X	BADON	KEVIN	D.
X	BAE	JAE	M.
X	BARKSDALE	EDWARD	D.
X	BARRON	GREGORY	A.
X	BATTAGLIA	JEFFREY	J.
X	BEHAN	BRENDAN	P.
X	BERNAL	MIRIAM	C.
X	BIRCH	MICHAEL	E.
X	BLAINO	JUANITA	T.
X	BLANCHARD	KELVIN	T.
X	BLUE	ANDRE	C.
X	BOENS	KEVIN	A.
X	BOGGIA	DOMINIC	J.
X	BOHLSEN	NICHOLAS	J.
X	BOLDT	TAYLOR	B.
X	BOLEK	JAMES	R.
X	BONAREK	BRIAN	D.

DUES FORM RECEIVED
10/26/2018

X	BOUBOUREKAS	PETER	N.
X	BOUZIOTIS	ALEXANDRA	
X	BOWMAN	ANTHONY	M.
X	BOYLE	CHRISTOPHER	A.
X	BRADFIELD	MARCUS	E.
X	BRADLEY	ANTOINETTE	L.
X	BRANTLEY	CEDRIC	D.
X	BRADLEY	FOSTER	H.
X	BROADWAY	JASON	M.
X	BRODIE	ALEXANDER	L.
X	BROWN	JACQUELINE	
X	BROWN	KIMBERLY	A.
X	BROWN	MATTHEW	J.
X	BURDI	JOSEPH	A.
X	BURKE	THOMAS	E.
X	BURNS	ANTHONY	R.
X	BURNSON	ERIC	S.
X	BUTLER	EUGENE	
X	CALDERONE	JOSEPH	J.
X	CANCELLARE	REBECCA	C.
X	CARIDEI	FRANK	J.
X	CARROLL	DAVID	S.
X	CARLSON	MICHAEL	J.
X	CASSIDY	ROBERT	G.
X	CERNICK	MAURICE	L.
X	CHIRILLO	JOSEPH	J.
X	CLAUDIO	JUAN	A.
X	CLEMMONS	THOMAS	J.
X	CODD	DANIEL	
X	COFFEY	MATTHEW	
X	COHEN	RONALD	J.
X	COKELEY	MICHAEL	P.
X	COLEMAN	ALVIN	E.
X	COLLINS	SHERYL	

DUES FORM RECEIVED
10/26/2018

X	COMER	ROGER	A.
X	COMPAGNONE	FULVIO	
X	CONTRERAS	JAUNESH	D.
X	CONTRERAS	MICHAEL	C.
X	COOPER	KEVIN	
X	CORY	SAMUEL	E.
X	CORTESI	ANTHONY	M.
X	CRAIG	SHEROD	M.
X	CRAWFORD	DOUGLAS	G.
X	DALE	JOSEPH	D.
X	DANGLES	CHRISTOPHER	M.
X	DANIELS-DAVIS	TARRA	M.
X	DE LA FUENTE	WILLIAM	
X	DEHOYOS	DANIEL	
X	DEL VALLE JR.	RAMON	
X	DELGADO	DAVID	
X	DELVALLE	JOSE	A.
X	DEVOGELEAR	ROBERT	T.
X	DIGNAN	BRIAN	P.
X	DONOHUE	MAUREEN	
X	DORAN	TERRENCE	E.
X	D'ORONZO	FRANK	R.
X	DOYLE	PATRICK	J.
X	DRAZ	JAMES	A.
X	DUBOSE	JERSHAWN	D.
X	DUFFY	JAMES	M.
X	DUFFY	SANTO	C.
X	DUGANDZIC	JOE	M.
X	DYER	CONLEY	
X	DYER	SANTONIO	C.
X	EDGETT	CONRAD	B.
X	ELSEN	MICHAEL	J.
X	ENVART	KEVIN	A.
X	EVANS	KENDALL	D.

DUES FORM RECEIVED
10/26/2018

X	EVERS	WILLIAM	J.
X	FABIAN	DEREK	R.
X	FELICIANO	ELLIOTT	
X	FILES	JOHN	K.
X	FREY	SHAWN	M.
X	GALI	JORGE	
X	GALLAGHER	JOHN	J.
X	GAMEZ	VINCENT	F.
X	GARCIA	ALFREDO	
X	GARCIA	CHRISTOPHER	M.
X	GARCIA	RICHARD	P.
X	GARCIA JR.	ANGEL	L.
X	GASSMANN	ROBERT	F.
X	GATTI	JESSICA	N.
X	GEORGANTAS	GINNY	M.
X	GEORGE	RYAN	V.
	GERALDS	WINSTON	L.
X	GIACCHETTI	ALLEN	S.
X	GIERTUGA	SCOTT	
X	GOMEZ	MICHAEL	J.
X	GOODMAN	JAMES	M.
X	GORAL	MATTHEW	
X	GORDON	NICOLE	M.
X	GORDON	SCOTT	V.
X	GOROS	LOUIE	
X	GOSLING	JAMES	P.
X	GRAFF	KEVIN	R.
X	GRANEY	EDWARD	T.
X	GRAY	DEVLIN	N.
X	GRAY	KEITH	
X	GREEN	JORDAN	R.
X	GREENE	VINCENT	P.
X	GRIFFIN	DANIEL	
X	GUERIN	KIMBERLEY	A.

DUES FORM RECEIVED
10/26/2018

X	GUERRA JR.	ROGER	
X	GUTIERREZ	ARMANDO	
X	GUTTER	ANDREW	C.
X	HADDAD	JIMEAL	
X	HALL	TOMMIE	L.
X	HAMILTON	ERIN	N.
X	HARDY	DAVE	A.
X	HARRIS	CHRISTOPHER	A.
X	HARRIS	DONALD	R.
X	HARRIS JR.	JAMES	L.
X	HART	MARTIN	G.
X	HARTSFIELD	BRIAN	A.
X	HAUSHERR	ROBERT	K.
X	HEALY	MICHAEL	J.
X	HELSON	ROBERT	A.
X	HENDERSON	CHARLES	A.
X	HERNANDEZ	DIMAS	
X	HOEFLE	WILLIAM	R.
X	HOLEWINSKI	MICHAEL	R.
X	HOLMAN	FALIATA	
X	HOWER	EDUARDO	
X	HUGHES	JAMES	C.
X	HUSS	PAUL	J.
X	IRIZARRY	JUAN	A.
X	ISHOO	EDDIE	C.
X	JACKSON	WILLIAM	E.
X	JANULIS	JONATHAN	E.
X	JEFFRIES	MARIE	A.
X	JOHNSON	JOSHUA	G.
X	JOHNSON	KENNETH	E.
X	JOHNSON	MARSHAN	G.
X	JOHNSON	RIKKI	D.
X	JONES	JUSTIN	L.
X	JONES	ROY	

DUES FORM RECEIVED
10/26/2018

X	JONES	WILLIAM	B.
X	JULIAN	PATRICK	
X	JUPPE	MARTIN	L.
X	JURASZEK	MICHAEL	
X	JURGENS JR.	RICHARD	E.
X	KANE	MICHAEL	R.
X	KAPPEL	JAMES	J.
X	KARLOS	NICK	
X	KELLY	AMBROSE	M.
X	KIZARIC	MICHAEL	J.
X	KLEIST	KELLEY	J.
X	KNAPP	SHAWN	C.
X	KOWALCZYK	JOHN	M.
X	KOZLAR	ANTHONY	S.
X	KRYGIER	STANLEY	C.
X	KULASA	GREGORY	
X	LEE	JARON	J.
X	LETTIERE	CODY	L.
X	LEWIS	NELSON	C.
X	LEWIS	WILLIE	L.
X	LICATA	ANTHONY	
X	LILLIEBRIDGE	AMY	M.
X	LLANES	REBECCA	A.
X	LOBACZ JR.	ROBERT	
X	LOMAX	DAVID	J.
X	LOPEZ	MARIA	M.
X	LUCENTE	MICHAEL	A.
X	LUKASIK	MARTIN	J.
X	LUKAS	TODD	S.
X	MACKEY	PHILLIP	D.
X	MADRID	JOSE	R.
X	MANNING	DARRYL	
X	MANTHEY	BRIAN	P.
X	MARIN	VICTOR	J.

DUES FORM RECEIVED
10/26/2018

X	MARKS III	GEORGE	P.
X	MARRA	SALVATORE	
X	MARSHALL	SHIRLEY	D.
X	MARTIN	TERRA	T.
X	MARTINEZ	CARLOS	
X	MARTINEZ	JAIIME	E.
X	MARTINEZ	JAIIME	
X	MARTINEZ	PAUL	J.
X	MARZEC	NICHOLAS	A.
X	MATA	EFRAIN	
X	MATA	JUAN	A.
X	MATOS	BRIAN	C.
X	MAURER	ALESHIA	A.
X	MAURER	ERIC	M.
X	MAYEN	JORGE	F.
X	MC CAFFREY	JAMES	R.
X	MC CARTER	KEITH	
X	MC CLOUD	CEDRIC	R.
X	MC INERNEY	THOMAS	V.
X	MC PHILLIPS	TIMOTHY	M.
X	MCCLUSKEY	MARGUERITE	V.
X	MCDONALD	ISEANO	
X	MCDONOUGH	CHRISTOPHER	D.
X	MCGOUGH	JOSEPH	P.
X	MCGREAL	SHIRLEY	E.
X	MCNAMARA	BRIAN	J.
X	MCQUAID	THOMAS	P.
X	MENDEZ	HECTOR	J.
X	MENDEZ	MICHAEL	
X	MERCADO	ABELARDO	
X	MILLER	CHRISTINE	L.
X	MOLINA	ADRIAN	G.
X	MOORE	MAUREEN	F.
X	MOUSEL JR.	ROBERT	J.

DUES FORM RECEIVED
10/26/2018

X	MURPHY	MICHAEL	S.
X	MURPHY	SHAWN	P.
X	MURPHY	SEAN	P.
X	MURRAY	TIMOTHY	R.
X	NELSON	JASPER	B.
X	NICHOLS	DEMETRIUS	L.
X	NORTMAN	THOMAS	M.
X	OCHOA	ANTHONY	D.
X	O'CONNOR	HELEN	M.
X	O'DONNELL	KEVIN	J.
X	O'DRISCOLL	TERRENCE	F.
X	OLLE	JIMMY	D.
X	O'MARY	WILLIAM	E.
X	O'REILLY	KEVIN	G.
X	ORTIZ JR.	ROBERT	A.
X	PACETTI	JAMES	M.
X	PEREZ	NOEL	
X	PERKINS	LEVITA	S.
X	PIERSANTI	JOSEPH	V.
X	PHILLIPS	JOSEPH	T.
X	PIECH	KRZYSZTOF	P.
X	PIERCE JR.	RODERICK	
X	PLYBON	JAMES	C.
X	POLLARD	DANIEL	W.
X	PONCE	MARIO	
X	POWE	JUDITH	E.
X	PRATTS	LESLIE	
X	PROHASKA	RONALD	J.
X	PRZYBYCIEN	ERIC	M.
X	QUILL	RANDALL	J.
X	RAAB	MICHAEL	
X	RAGO	CHRISTOPHER	M.
X	RAHER	KENNETH	G.
X	RAMOS	JEFFREY	S.

DUES FORM RECEIVED
10/26/2018

X	REDICAN	DANIEL	P.
X	REILLO	CARMELO	
X	REYES	ELLIOTT	J.
X	REYNA	JOSE	E.
X	RICHARDSON	RENEE	F.
X	RILEY	PAUL	N.
X	RIOS	DIXIE	
X	RIVERA	LISSETTE	
X	RIVERS JR.	MICHAEL	
X	RIZZO	GARY	G.
X	RODGERS JR.	LESTER	
X	RODRIGUEZ	JOSE	F.
X	ROHL	TODD	A.
X	ROSS	TERRENCE	
X	RUIZ	FRANCISCO	
X	RUIZ	RAFAEL	
X	RUIZ	TERESA	
X	RUMINSKI	ROBERT	C.
X	RUSH IV	HENRY	P.
X	RYAN	JOSEPH	P.
X	SAKELARIS	TED	J.
X	SALINAS	IRENE	
X	SANCHEZ KRUG	MARISSA	
X	SANDOVAL	ADRIAN	
X	SANDQUIST	GREGORY	E.
X	SANTOYO	LUIS	
X	SAPPINGTON	TOIA	
X	SCANNELL	JAMES	P.
X	SCHAFFER	MICHAEL	B.
X	SCHALLER	DANIEL	J.
X	SCHICKEL	ANTHONY	J.
X	SCHMIDT	JASON	E.
X	SCHULTZ	DOUGLAS	E.
X	SENERCHIA	SAMUEL	J.

DUES FORM RECEIVED
10/26/2018

X	SHADER	THOMAS	P.
X	SHEPPARD	DAVID	
X	SHERIDAN	JOHN	G.
X	SIAJ	HELEN	
X	SICILIANO	ERIC	A.
X	SIMMONS	LASHAWN	M.
X	SIMONE	JOHN	M.
X	SINKS SR.	THOMAS	J.
X	SISCO	MICHAEL	W.
X	SLEPSKI	JOHN	L.
X	SMITH	RENEE	A.
X	SMITH	ZACHARY	
X	SMITH SR.	WILLIAM	
X	SPEARS	DELISA	N.
X	SPENCER	JULIE	B.
X	STACK	ANTHONY	J.
X	STAFIERA	ADAM	J.
X	STAUDT	BRIAN	M.
X	STEWART	DON	L.
X	STIAK	DAVID	J.
X	STOJKOVIC	MILAN	
X	STORINO	MICHAEL	A.
X	STOTT	KELLY	J.
X	STRONG	JASON	A.
X	STRUCK	RAYMOND	J.
X	SUFFERN	SAMUEL	E.
X	SULLIVAN	MARGIE	
X	SZURA	RONALD	H.
X	TAPIA	JUAN	C.
X	TATE	DEON	D.
X	TAYLOR	ARTHUR	
X	THURMAN	CIERRA	T.
X	TOMKINS	KEVIN	P.
X	TONER	BRIAN	J.

DUES FORM RECEIVED
10/26/2018

X	TOOSLEY	BRIAN	T.
X	TORELLI	JAMES	J.
X	TORRES	ABEL	R.
X	TRICE	DERRICK	D.
X	TRIVERI	PERRY	A.
X	TROST	JEFFREY	G.
X	TRUJILLO	PABLO	A.
X	TSUCHIDA	LARRY	K.
X	TUCKER	ANDREW	P.
X	TUMAN	TERESE	A.
X	TUSTANOWSKI	TOMASZ	
X	TUZIM	DAVID	C.
X	UGARTE AVILA	LEONE	
X	URSO	CHRISTIE	T.
X	URSO	RICHARD	T.
X	VALENZUELA	MILDRED	L.
X	VAN HORN	VICTOR	
X	VANCE	HARRY	D.
X	VARGAS	KENNETH	
X	VARNAGIS	FRANK	P.
X	VELEZ JR.	JUAN	A.
X	VELISARIO	GEORGE	
X	VERTUCCI	JOSEPH	A.
X	VIRAMONTES	SUSANO	J.
X	VLAHOS	GREGORY	
X	VLAHOS	MATTHIAS	F.
X	WADE	AISHA	L.
X	WALKER	WANDA	R.
X	WALLER	PASCAL	J.
X	WALLER	ROBERT	O.
X	WALSH	KEVIN	W.
X	WANTUCH	KRZYSZTOF	
X	WARE	MICHAEL	M.
X	WASCO	TONY	M.

DUES FORM RECEIVED
10/26/2018

X	WASHINGTON	FRANK	S.
X	WEATHERLY	EEVANDIA	V.
X	WEBSTER	MARTIN	A.
X	WERES	MYRON	R.
	WHITTTLER	TERRENCE	A.
X	WILK	ANNA	M.
X	WILK	CRAIG	A.
X	WILKERSON	CORRINE	A.
X	WILLIAMS	NATASHA	L.
X	WILLIAMS	THEODORE	B.
X	WILLIAMS JR.	WYEEES	
X	WINFERT-QUAN	BEATRICE	
X	WITKOWSKI	DAVID	F.
X	WOODS	DANIEL	A.
X	YATSYK	VIKTOR	R.
X	ZIVALICH	ROBERT	L.
X	ZYCH	BRIAN	