

LETTER OF CONCERN REGARDING RESOLUTION TO CHANGE EMPLOYEE SALARIES

Submitted by Shelby County Sheriff's Department Employees

represented by
The Illinois Fraternal Order of Police Labor Council

It has been brought to our attention that the County Board intends to update the salary schedule from a "current pay" system to an "arrears" pay system by reducing employee salaries during the month of May, 2020. It is also our understanding that employees would be forced to expend hard-earned benefit time to make up this shortfall. It is our considered opinion this act would be a detriment to the economic well-being of members of our union, by creating undue financial hardship to us, and to the County economy as a whole.

We are a group of first-responders and support staff who are depending on our hard-earned salary to see us through dire economic times, as we are engaged providing safety and security during a pandemic the likes of which this County has never seen. While we agree the issue should be addressed, and we are willing to work on the details of such a transition, we strongly suggest that the time to do it is after we have returned to normal operations in relative economic security.

In addition, given that the parties await a final arbitration decision, the parties' collective bargaining agreement (and its terms and conditions) should remain status quo until a successor agreement has been signed as per Article XXVIII, Section 28.2 of said agreement. Any deviation from these terms would therefore constitute a unilateral decision on the County's part to alter said terms and conditions (a violation of the collective bargaining agreement), and a possible Unfair Labor Practice under the Illinois Public Labor Relations Act.

Sincerely, /

The Undersigned