



LaSalle County Board

707 East Etna Road, room 245 Ottawa, IL 61350

Jim Olson
Board Chairman

Phone: 815-434-8241
jim-olson@lasallecounty.org

May 13, 2019

afscme978@gmail.com & Hand Delivery

Vickey Leadingham
President, AFSCME Local 978

RE: Grievance of Tori Artman Step II Response
Discharge (Official Misconduct and Theft of Public Funds)

Dear Ms. Leadingham:

I am in receipt of your grievance dated May 8, 2019 that was submitted by Local 978 in connection with Ms. Artman's discharge for official misconduct and theft of public funds. Please let this letter serve as the formal response to your grievance consistent with the facts outlined below.

On or about May 3, 2019, Ms. Artman through her attorney, Mr. Todd Martin, attempted to arrange for a Step I grievance meeting with me to discuss returning Ms. Artman to work claiming that Ms. Artman's discharge was not for just cause. I instructed the County's outside counsel, Mr. Ray Sanguinetti, to contact Ms. Artman's lawyer to have such a meeting.

On May 4, 2019, Mr. Martin and Mr. Sanguinetti spoke in accordance with Step I of the grievance procedure and were not able to adjust the grievance. Mr. Sanguinetti informed Mr. Martin that based on the evidence presented at the pre-disciplinary hearing on April 25, 2019, which included (among other things) a sworn statement signed by you which admitted that Ms. Artman did indeed engage in the charged conduct, that the LaSalle County Board would not agree to adjust the grievance as presented and the grievance was denied. Mr. Martin was informed that any further appeal would need to proceed through me in accordance with the CBA.

As you are aware, Ms. Wilkinson was a participant in the misconduct and theft that Ms. Artman was charged with. In fact, Ms. Artman submitted a signed statement in the form of a Union grievance to the County that Ms. Wilkinson was ultimately responsible for the conduct in question. As such, it was determined that Ms. Wilkinson was conflicted out of the disciplinary and grievance process based on her direct involvement. Further, I, as Chairman of the County Board, was to act as the elected officer holder for purposes of the disciplinary and grievance process. This was communicated to you on several occasions including April 25, 2019, the date Ms. Artman was discharged. You never once objected.

As such, Ms. Wilkinson did not have the authority to adjust any grievance on behalf of the County as it relates to Ms. Artman, and any grievance must be presented to me at the Step II level of the grievance procedure.





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After careful consideration of your Step II grievance, it is denied. The reason for this denial is that just cause did exist for the discipline as presented at the hearing. Sufficient evidence was presented that Ms. Artman engaged in official misconduct and theft of public funds. Indeed, she confessed to the conduct in question to a police officer, to yourself, and in a prior written grievance to the County.

Sincerely

Jim Olson
Chairman
LaSalle County Board

CC: Tori Artman c/o Todd Martin
Randy Dominic
AFSCME Council 31 (Via Facsimile 312-861-0979)