

Formal Grievance Statement – Contract Violation and Retaliation

Date: March 23, 2025

To Whom It May Concern,

I, Jabril Gushiniere, am filing this formal grievance against the Cook County Department of Corrections for violating the collective bargaining agreement (CBA) governed by Teamsters Local 700, as well as for engaging in retaliatory behavior and procedural misconduct through the actions of Executive Assistant Janice Yost and Director Matthew Wilensky.

This grievance arises from the following material facts:

1. I returned to full-duty status from light duty on February 28, 2025.
2. Under Article 14 of the CBA, I am entitled to a bid placement I would have received based on my seniority had I been allowed to participate in the most recent bid cycle, subject to vacancy.
3. On March 21, 2025, while off-duty, I was contacted by Janice Yost (1:10 PM) and later by Director Wilensky (4:14 PM), and was coerced to select a post assignment on the spot.
4. Despite multiple requests, I was not provided with a list of available positions and was denied any reasonable opportunity to make an informed decision.
5. I was informed that if I did not make a selection immediately, I would be labeled a “non-bid” and assigned wherever there was a vacancy.
6. On March 23, 2025, I was forcibly assigned to Division 6, despite my continued protest and absence of informed consent.

The above actions constitute:

- A breach of the CBA's Article 14 provisions regarding reentry and bid placement.
- Retaliation in violation of 5 ILCS 315/10 and the Illinois Whistleblower Act (740 ILCS 174/15).
- Administrative coercion, failure of due process, and abuse of managerial discretion.

Remedies Requested:

- Immediate reversal of the forced bid assignment.
- Formal acknowledgment and correction of the CBA violation.
- Assurance of protection from further retaliation.
- A formal investigation into the conduct of Janice Yost and Director Wilensky.

I am prepared to supply all relevant supporting evidence, including recordings, transcripts, written communications, and legal citations, should this grievance be escalated to arbitration, legal review, or independent oversight.

Respectfully submitted,

Jabril Gushiniere

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