

PHILIP H. GERNER III
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May 7, 2015

Mr. Chester Kulis
407 E. Berkshire Lane
Mount Prospect, Illinois 60056
chesterkulis@att.net

VIA EMAIL & U.S. MAIL

Re: Threats to Oakton Community College

Dear Mr. Kulis:

Please be advised that the undersigned represents Oakton Community College.

On May 1, 2015 you sent an email to Oakton College President Peg Lee. The subject line was "The Antidote to the Peg Lee Gala." This was in reference to a retirement party that took place on April 25, 2015. The email stated:

"Have a happy **MAY DAY** when workers across the world celebrate their struggle for union rights and remember the Haymarket riot in Chicago."

The Haymarket Riot involved a bomb-throwing incident at a striking workers' rally in Chicago which resulted in 11 deaths and more than 70 people injured.

Your reference to "remember the Haymarket riot" was clearly threatening the President that you could resort to violence against the President and the College campus. Threats of violence are not First Amendment protected free speech.

As an adjunct faculty member, you had the right to file and pursue a contractual grievance regarding your non-reemployment through the contractual grievance process. As you know, the College processed your grievance claim and you subsequently appealed the grievance to arbitration. You have absolutely no right, however, to threaten violence against the College, College employees, or the College community.

Accordingly, we request that you immediately cease and desist any communications which expressly or impliedly advocate violence against Oakton College, its employees, or the College community. If you continue to send threatening communications, we will take any necessary and appropriate legal action to protect the College and its employees and will report any such threats of violence to law enforcement officials.

Robbins Schwartz

Please confirm your receipt of this letter and your agreement to immediately cease this type of threatening communications. If you have any questions, please let me know.

Very truly yours,

ROBBINS SCHWARTZ



By: Philip H. Gerner III

PHG:mkc

cc: Camille Grant, IEA Uniserv Director
Dr. Margaret B. Lee, President
Mum Martens, Executive Director of Human Resources
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