

**Before the
GOVERNING BODY OF THE STATE OF ILLINOIS
PURSUANT TO SECTIONS 3(h) and 14(n) of the ILLINOIS PUBLIC LABOR RELATIONS
ACT
5 ILCS 315**

Members of the State's Governing Body, pursuant to Section 3(h) of the Illinois Public Labor Relations Act, 5 ILCS 315/3(h):

Illinois Labor Relations Board, State Panel: John Hartnett, Michael Coli, John Samolis, Keith Snyder, Albert Washington

Director of the Illinois Department of Central Management Services: Michael Hoffman

Director of the Illinois Department of Labor: Hugo Chaviano

ACTION OF THE STATE'S GOVERNING BODY

The State's Governing Body convened on December 13, 2016, at an open meeting to consider the terms of the arbitration award in Illinois Department of State Police and Illinois Troopers Lodge #41, Fraternal Order of Police, Case No. S-MA-15-347 for review and ratification. The Governing Body with all members present and having considered the terms of the arbitration award, reject the following terms for the reasons stated herein:

1) Terms of the Award Regarding the State's Proposal on Merit Pay and Gainsharing

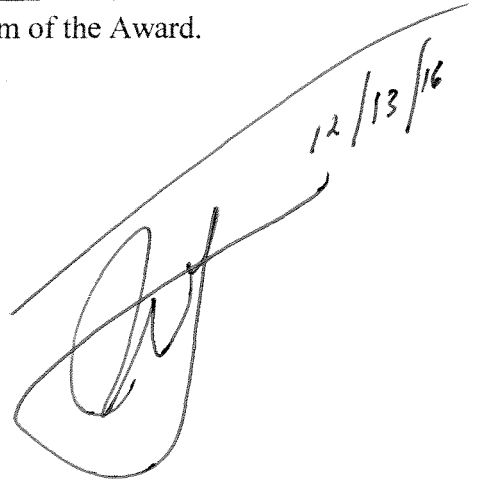
The terms of the award regarding merit pay and gainsharing should be rejected. The State's proposed provision regarding merit pay and gain sharing were reasonable as indicated by its use in both private and public sectors. The reasonableness of the State's proposal is also supported by its safeguards against the use of subjective factors such as favoritism and/or politics, and gives employees the opportunity to avail themselves of the grievance process. Thus, the arbitration award should not have rejected the State's proposal and we reject this term of the Award.

2) Terms of the Award Regarding the Trooper's Proposal on Health Insurance

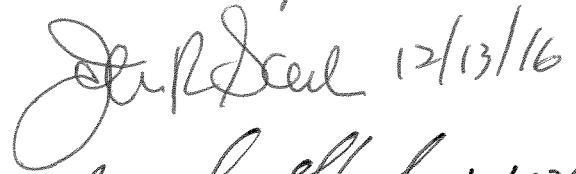
The terms of the award regarding the Trooper's health insurance should be rejected. The issue of health insurance is pending before the Illinois Labor Relations Board with the next day of hearing scheduled for Jan 3, 2017. As such, we believe it would be premature to include the terms of the Award regarding the Trooper's proposal on health insurance in the collective bargaining agreement. Therefore, we reject this term.

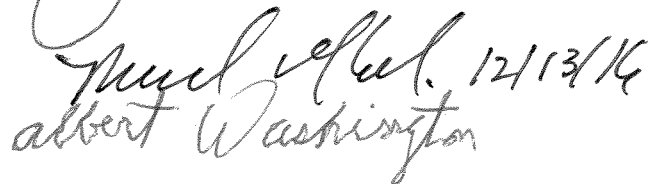
3) Terms of the Award Regarding the State's Fair Share Proposal

The terms of the award regarding fair share should be rejected. The State's proposed provision regarding fair share were reasonable. The current collective bargaining agreement and arbitration award are unconstitutional as it acts to compel employees to support an organization that is contrary to their beliefs. Furthermore, the United States Supreme Court criticized the constitutionality of the reasoning in Aboud in Harris v. Quinn. Thus, the arbitration award should not have rejected the State's proposal and we reject this term of the Award.

 12/13/16

Keith A. Smyth 12/13/16

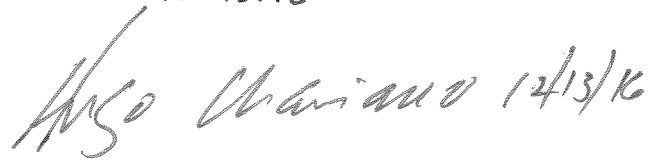
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Albert Washington



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