

**STATE OF ILLINOIS  
ILLINOIS LABOR RELATIONS BOARD  
STATE PANEL**

Metropolitan Alliance of Police,	)	
	)	
Petitioner,	)	
	)	
and	)	Case No. S-RC-21-035
	)	
City of Park Ridge,	)	
	)	
Employer,	)	
	)	
and	)	
	)	
International Brotherhood of Teamsters,	)	
Local 700,	)	
Incumbent.	)	

**DECISION AND ORDER OF THE ILLINOIS LABOR RELATIONS BOARD  
STATE PANEL**

On April 1, 2021, Executive Director Kimberly Stevens issued a Direction of Representation Election order (Order) relating to the conduct of an election in the representation/certification petition filed by Petitioner Metropolitan Alliance of Police (MAP) seeking to represent employees of the Employer City of Park Ridge (City) working in the title Patrol Officer who are currently represented by Incumbent International Brotherhood of Teamsters, Local 700 (Local 700).

Upon finding adequate showing of interest, the Board agent assigned to the case sent an email to the parties attaching a Stipulation for Election Agreement (Agreement), setting forth the details of the election to be conducted by mail ballot. The Petitioner and Employer each signed and submitted the Agreement. The Incumbent advised, however, that it would not stipulate to a mail ballot election. Because a consent election could not be conducted without the cooperation of all parties, the Executive Director directed the election to be conducted by mail ballot pursuant to Section 1210.140 of the Board’s rules, which allows mail ballot elections upon the Board’s determination that “a mail

ballot will better effectuate the purposes of the Act.” 80 Ill. Adm. Code § 1210.140. She determined that under the circumstances—COVID-19 social distancing guidelines, COVID-19 related health and safety concerns for voters and Board staff conducting the election, and Board staffing issues—a mail ballot would allow for a timely and safe runoff election, and better assist the Board in effectuating the purposes of the Act. The Executive Director further noted that there were no issues for hearing in connection with the Petition. Local 700 timely appealed the Order. Neither the Employers nor MAP filed a response to the appeal.

In its appeal, Local 700 challenges the Executive Director’s Order on several fronts. It contends the Order directing an election by mail ballot contravenes Board and NLRB policy in favor of in-person elections and identifies current service issues with the United States Postal Service which it claims may disenfranchise unit members. Local 700 further points to a recent mail ballot election in which the protocols for dealing with ballot packages were not clearly stated. It next contends the Order included insufficient details to support a mail ballot election. Local 700 claims the Executive Director merely referenced COVID-19 related safety issues and Board staffing levels as justification for the mail ballot election without providing details regarding the number and availability of Board personnel to staff an in-person election. Finally, Local 700 poses an alternative election procedure whereby unit members would have the option to pick-up and return ballots in person at the Board’s Chicago office, with the ballots to be tallied in Board’s Chicago Office.

Upon review of the record, the Order, and the appeal, we find Local 700’s appeal unpersuasive and affirm the Order Directing Election for the reasons stated by the Executive Director. One of the reasons given by the Executive Director for directing the mail ballot election was safety and social distancing concerns due to the COVID-19 pandemic. Those concerns still exist and are significant. On April 30, 2021, Governor Pritzker issued his most recent Disaster Proclamation and related Executive Order 21-09, which state the serious health concerns posed by

a highly infectious disease and continues current statewide mitigation measures.

We find Local 700's contentions that the Order lacked sufficient details regarding Board staffing levels to be unpersuasive. The Board's staffing levels have been reduced due to retirements, staff leaving for other employment, and administrative leaves. In addition, the investigator position in Chicago has not been filled since that individual left the agency for other employment. Reduced staffing levels combined with COVID-19 related restrictions hinders the ability to conduct an in-person election. Moreover, the alternative procedures proposed in the appeal do not eliminate or mitigate the COVID-19 related health and safety risks or the Board staffing issues.

For the above reasons, we affirm the Order for the reasons given by the Executive Director.

BY THE STATE PANEL OF THE ILLINOIS LABOR RELATIONS BOARD

/s/ William E. Lowry  
William E. Lowry, Chairman

/s/ John S. Cronin  
John S. Cronin, Member

/s/ Kendra Cunningham  
Kendra Cunningham, Member

/s/ Jose L. Gudino  
Jose L. Gudino, Member

/s/ J. Thomas Willis  
J. Thomas Willis, Member

Decision made at the State Panel's public meeting in Chicago and Springfield, Illinois, via WebEx videoconference on May 13, 2021, written decision approved at the State Panel's public meeting in Chicago and Springfield, Illinois via WebEx videoconference on June 10, 2021, and issued on June 14, 2021.

This Decision and Order is a final order of the Illinois Labor Relations Board. Aggrieved parties may seek judicial review of this Decision and Order in accordance with the provisions of Section [11(e)/9(i)] of the Act and the Administrative Review Law. Petitions for review of this Decision and Order must be filed within 35 days from the date the Decision and Order is served upon the party affected by the decision. 5 ILCS 315/[11(e)/(9i)] (2018).

**STATE OF ILLINOIS  
ILLINOIS LABOR RELATIONS BOARD  
STATE PANEL**

Metropolitan Alliance of Police, Park Ridge Police  
Chapter #762,

Petitioner

and

City of Park Ridge,

Employer

and

International Brotherhood of Teamsters, Local 700,

Incumbent

Case No. S-RC-21-035

**DIRECTION OF REPRESENTATION ELECTION**

On February 2, 2021, Metropolitan Alliance of Police, Park Ridge Police Chapter #762 (Petitioner), filed a representation/certification petition in Case No. S-RC-21-035 with the State Panel of the Illinois Labor Relations Board (Board) seeking certification as the exclusive representative of a bargaining unit (Unit) composed of certain employees of the City of Park Ridge (Employer), currently represented by International Brotherhood of Teamsters, Local 700 (Incumbent).

**I. BACKGROUND**

The Board certified Incumbent as exclusive representative of the Unit on May 3, 2018, in Case No. S-RC-18-030. The Unit certified by the Board is described as follows:

Included: All sworn full-time peace officers employed by the City of Park Ridge in the following rank or title: Patrol Officer.

Excluded: All other employees of the City of Park Ridge as defined by the Illinois Public Labor Relations Act.

Employer and Incumbent's most recent collective bargaining agreement (CBA) will expire April 30, 2021.

## **II. DISCUSSION**

The petition was timely filed during the appropriate window following the expiration of the CBA. On March 22, 2021, the Employer submitted a list of the names and titles of the employees in the Unit (List) reflecting a total of 44 employees. The List reflects the employees' titles as Patrol Officer.

In a March 4, 2021, email to the parties, the Board agent stated that the showing of interest was determined to be adequate and that the petition would be reassigned to another Board agent that would schedule the election.

On March 23, 2021, the Board agent sent an email to the parties and attached a Stipulation for Election Agreement (Agreement), which set forth the details of the election. The Petitioner promptly signed and returned the Agreement. The Employer signed and returned the Agreement on March 30, 2021.

On March 29, 2021, the Incumbent informed the Board agent of the following via email:

Dear Ms. Mackins-

Teamsters Local 700 does not agree to stipulate to a mail ballot election in this matter. Thank you.

Without the cooperation of Incumbent, a consent election cannot be conducted. Incumbent has not raised other objections to the election.

The Board's Administrative rules at 80 Ill. Admin Code §1210.140(a) provide, in part, that when "the Board determines that a mail ballot election will better effectuate the purposes of the

Act, it shall conduct the election by mail ballot.” Due to the safety and social distancing concerns related to the current COVID-19 global pandemic and staffing levels at the Board, I find that a mail ballot election will better effectuate the purposes of the Act in this case.

Accordingly, I find that there are no issues warranting a hearing in connection with this petition, and, in accordance with the provisions of Section 1210.100(a)(7)(C) of the Board's Rules and Regulations, 80 Ill. Admin. Code §§1200-1300, I direct an election be conducted by mail ballot for the following bargaining unit:

Included: All sworn full-time peace officers employed by the City of Park Ridge in the following rank or title: Patrol Officer.

Excluded: All other employees of the City of Park Ridge as defined by the Illinois Public Labor Relations Act.

### **III. DIRECTION OF ELECTION**

The Board shall conduct a mail ballot election as will be set forth in a Board-issued Notice of Election. The eligible voters shall be those employees in the bargaining unit described above during the payroll period ending April 2, 2021. Eligible voters include those who did not work during said payroll period because they were ill or on vacation (or temporarily laid off) but excluding any persons who have since quit or been discharged for cause. Eligible employees shall be given the opportunity to vote on the following choices: “Metropolitan Alliance of Police, Park Ridge Police Chapter #762,” “International Brotherhood of Teamsters, Local 700,” and “No Representation.”

Pursuant to Section 1210.130(c) of the Rules, the Employer shall within seven days of the date of this Order, furnish the Board and the labor organizations with a list of full names, alphabetized by last name, and addresses of the employees eligible to vote in the election.

In the event that a party exercises the right to appeal this order to the Board, further processing of the election will cease pending resolution of the appeal.

**IV. ORDER**

This Executive Director Order may be appealed to the Board any time within 10 calendar days of service of this order. The appeal must be in writing, contain the case caption and number, and be addressed to the General Counsel of the Illinois Labor Relations Board, 160 North LaSalle Street, Suite S-400, Chicago, Illinois, 60601-3103 or filed electronically at [ILRB.Filing@Illinois.gov](mailto:ILRB.Filing@Illinois.gov) in accordance with Section 1200.5 of the Board's Rules and Regulations, 80 Ill. Admin. Code §§1200-1300. The appeal must contain detailed reasons in support thereof, and must be provided to all other persons or organizations involved in this case at the same time it is served on the Board. Please note that the Board's Rules and Regulations do not allow electronic service of the other persons or organizations involved in this case. The appeal sent to the Board must contain a statement listing the other parties to the case and verifying that the appeal has been provided to them. The appeal will not be considered without this statement. If no appeal is received within the time specified, this Order will be final.

**Issued at Springfield, Illinois, this 1<sup>st</sup> day of April, 2021**

**STATE OF ILLINOIS  
ILLINOIS LABOR RELATIONS BOARD  
STATE PANEL**



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**Kimberly F. Stevens  
Executive Director**