



# **Illinois Labor Relations Board**

**2014  
ANNUAL REPORT**

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# Illinois Labor Relations Board

*To the Governor of the State of Illinois, the President of the Illinois Senate, the Speaker of the Illinois House, and the Members of the Illinois General Assembly:*

This is the 30th annual report of the Illinois Labor Relations Board (ILRB) giving an overview of decisions rendered, statistics of case activity, relevant court decisions, our budget and staffing for the period of July 1, 2013, through June 30, 2014.

The ILRB has offices in Springfield and Chicago. The ILRB consists of two panels with five members on the State Panel and three members on the Local Panel. The panels hold monthly meetings and meet jointly at least twice a year. ILRB meetings are open to the public. Dates and locations can be found at [www.state.il.us/ilrb](http://www.state.il.us/ilrb).

The Illinois Labor Relations Board is grateful to Governor Pat Quinn, Mayor Rahm Emanuel, and Cook County Board President Toni Preckwinkle for giving us the responsibility to help maintain a positive relationship between public employers and their employees.

Sincerely,

A handwritten signature in blue ink, appearing to read "John J. Hartnett", with a long horizontal line extending to the right.

John J. Hartnett  
Chairman

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## **Jurisdiction of the Board**

The Illinois Public Labor Relations Act (Act), 5 ILCS 315 (2012), enacted by Public Act 83-1012, effective July 1, 1984, and last amended effective June 1, 2014, governs labor relations between most public employers in Illinois and their employees. Throughout the State, the Illinois Labor Relations Board (ILRB) regulates the designation of employee representatives; the negotiation of wages, hours, and other conditions of employment; and resolves, or if necessary, adjudicates labor disputes.

The State Panel has jurisdiction over all public, non-educational employers and employees in the State of Illinois. Its jurisdiction includes state government, county governments, municipal governments covering populations not in excess of two million persons, and the Regional Transportation Authority.

The Local Panel has jurisdiction over units of local government with a population in excess of two million persons. This includes not only the County of Cook and the City of Chicago, but also other county- and city-wide governmental entities such as the Forest Preserve District of Cook County, the Metropolitan Water Reclamation District of Greater Chicago, the Chicago Housing Authority, the Chicago Transit Authority, and the Chicago Park District.

Together with the Illinois Educational Labor Relations Act, 115 ILCS 5 (2012), the Act provides comprehensive statutory regulation of public sector collective bargaining in Illinois. It has many similarities to the National Labor Relations Act, which regulates collective bargaining matters in the private sector, and to the laws of other states that regulate collective bargaining in the public sector.

The Board's duties under the Act include the following:

1. Rendering determinations on all charges alleging unfair labor practices under the Act, after investigation and, where necessary, hearing;
2. Processing petitions seeking the certification or decertification of collective bargaining representatives of public employees, often conducting hearings and elections upon such petitions;
3. Processing petitions to modify or clarify bargaining units and certifications of bargaining units;
4. Determining whether gubernatorial designation of positions excluded from collective bargaining pursuant to Section 6.1 of the Act comport with the requirements of that section;
5. Providing rosters of mediators, fact-finders, and arbitrators to parties covered by the Act in order to assist in resolving collective bargaining impasses and grievance disputes; and
6. Conducting emergency investigations of public employee strikes and strike threats, upon demand, to determine whether judicial proceedings are warranted to restrain or prevent strike activity imperiling the health and safety of the public.

There were three amendments to the Act during FY 2014:

1. Public Act 98-100, effective July 19, 2013, amended the definition of “public employee” in Section 3 of the Act to include certain job titles at the Departments of Transportation, Corrections, Human Services and State Police, and amended Section 6.1 of the Act to exempt these same positions from exclusion from collective bargaining rights by means of gubernatorial designation under Section 6.1.
2. Public Act 98-535, effective January 1, 2014, amended Sections 12 and 14 of the Act to clarify that the Board has the authority, but not the obligation, to regulate the compensation levels for mediators on its mediation roster.
3. Public Act 98-599, effective June 1, 2014, amended Sections 4 and 15 and added Section 7.5 to prohibit collective bargaining over pension reform provisions of that public act.

In addition, in Harris v. Quinn, 573 U.S. \_\_\_\_, 134 S. Ct. 2618 (2014), the United States Supreme Court invalidated a provision of the Act, specifically, its application of agency fee (fair share fee) obligations to unions under Section 6(e) by non-union Medicaid-funded home-care personal assistants (defined as public employees in Section 3(n)) (defined as their exclusive representatives in Section 3(f)).

### **Funding of the Board**

In FY 2014, the Illinois Labor Relations Board was funded as follows:

Regular Positions	1,244,000
Social Security/Medicare	95,300
Contractual Services	144,500
Travel	9,500
Commodities	1,900
Printing	2,500
Equipment	500
Electronic Data Processing	24,900
Telecommunication	36,300
Total	1,559,400

## **Illinois Labor Relations Board Members**

### ***STATE PANEL***

John Hartnett (Chairman)  
Springfield

Paul Besson  
Chicago

James Brennwald  
Chicago

Michael G. Coli  
Crystal Lake

Albert Washington  
Matteson

### ***LOCAL PANEL***

Robert M. Gierut (Chairman)  
Darien

Charles Anderson  
Chicago

Richard Lewis  
Chicago

## **Illinois Labor Relations Board Staff**

***EXECUTIVE DIRECTOR***  
Melissa Mlynski

***GENERAL COUNSEL***  
Jerald Post

***PERSONNEL OFFICER***  
Carla Stone

***DEPUTY GENERAL COUNSEL***  
Sarah Kerley

***FISCAL OFFICER***  
Nicole Hildebrand

***ASSOCIATE GENERAL COUNSEL***  
Anna Hamburg-Gal

***INVESTIGATORS***  
Thomas Allen  
Michael Dunne  
Jacob Ferguson  
Yumnah Tayyab

***CHIEF ADMINISTRATIVE LAW JUDGE***  
Martin Kehoe

***INVESTIGATOR/MEDIATOR***  
Mike Provines

***ADMINISTRATIVE LAW JUDGES***  
Michelle Owen  
Heather Sidwell  
Deena Sanceda

***INFORMATION TECHNOLOGY***  
Jodi M. Marr

***STATE PANEL CASE MANAGER***  
Lori Novak

***LOCAL PANEL CASE MANAGER***  
Melissa McDermott

## Functions of the Board

### CASE PROCESSING

For each of the Board's two primary programs, Petition Management (Representation Cases) and Unfair Labor Practice Charges, the following briefly describes the types of cases processed by the Board and the procedures used to process them. All references to the Board are applicable to either the State or Local Panel.

#### **Petition Management (Representation Cases)**

Petition management (representation) cases can be initiated in several ways. A labor organization seeking recognition as the exclusive bargaining representative of a unit of employees in which no other labor organization has attained recognition rights has two options: request that the employer voluntarily recognize it or file a representation petition with the Board. If another labor organization is already recognized in accordance with the Act, a representation petition must be filed with the Board.

The following types of petitions initiate representation proceedings before the Board:

- Representation/Certification Petitions (RC) are filed by employees, a group of employees, or labor organizations seeking certification of an exclusive collective bargaining representative for certain positions.

Labor organizations seeking certification as the exclusive bargaining representatives of employees may seek certification by filing Majority Interest Petitions. The Board determines whether the labor organization has presented evidence that a non-coerced majority of employees in an appropriate unit signed valid cards or petitions indicating they want that labor organization to represent them for the purpose of collective bargaining.

Election Petitions are similar, except that they are based on evidence that over 30 percent of the employees seek an election to determine whether a majority desires such representation.

- Employer's Representation Petitions (RM) are filed by employers alleging that one or more labor organizations have presented a claim to be recognized as an exclusive collective bargaining representative for a majority of the employees in an appropriate unit.
- Voluntary Recognition Requests (VR) are requests for certification of a unit, without an election, where the labor organization demonstrates it has a majority showing of interest in an appropriate unit and the employer voluntarily recognizes it as the unit's exclusive representative.
- Decertification Petitions (RD) are filed by employees seeking an election by which they can indicate their desire to no longer be represented by the existing exclusive collective bargaining representative.
- Unit Clarification Petitions (UC) are filed by exclusive collective bargaining representatives or employers seeking to clarify or amend an existing bargaining unit through the addition or deletion of a position without an election.
- Petitions to Amend Certification (AC) are filed by exclusive collective bargaining representatives or employers seeking to amend a certification because of a change in name or structure.
- Declaration of Disinterest Petitions (DD) are filed by exclusive collective bargaining representatives to declare their disinterest in further representation of a bargaining unit.
- Designation for Exclusion (DE) petitions are filed by the Governor or his agent pursuant to Section 6.1 of the Act for the purpose of designating State employment positions for exclusion from collective bargaining.

#### **Petition Management (Representation) Cases Generally**

Upon receipt of a representation petition, the Board provides the employer with a notice to be posted for the benefit of affected employees. An investigation is initiated to determine the adequacy of the showing of interest - based on employee authorization cards, petitions, or election results - and the appropriateness of the proposed bargaining unit.

Employees or competing labor organizations may file intervention petitions within specified time limits.

Petitions are dismissed by the Executive Director when they have been untimely filed, when the bargaining unit is clearly inappropriate, when the showing of interest is not adequate, or when the employer and/or employees are not covered by the Act.

### **Election Petitions**

When an election petition is filed, and Board agent determines that the petition is consistent with the Act and its Rules, the agent will prepare a stipulation for consent election to be signed by the petitioner, the employer, the labor organization seeking to represent the employees, any incumbent, and any timely intervener. Upon approval of the Executive Director, a Board agent will hold the election.

If the investigation of the petition discloses the existence of a question concerning representation, the matter is assigned to an administrative law judge who may set it for hearing. Unlike unfair labor practice hearings, representation hearings are non-adversarial in nature. Parties may file appeals from the Executive Director's dismissal or file exceptions to an administrative law judge's recommended decision and order. The Board hears and rules on all appeals and exceptions.

After an election is conducted, any party may file objections with the Board alleging that the result was not fairly and freely chosen by a majority of the employees. If, after investigation and hearing, it is determined that the objections are valid, a new election is conducted. If no objections are filed or if the Board determines after investigation or hearing that filed objections are not well-founded, the Board either certifies the collective bargaining representative that received a majority of the votes cast as the exclusive representative or certifies that the election resulted in no representation. Subsequent elections cannot be conducted in the bargaining unit for one year following an election that results in a Board certification.

### **Majority Interest Petitions**

When a majority interest petition is filed, it is investigated to ensure that the labor organization has provided evidence that a non-coerced majority of the employees in an appropriate unit want to be represented for the purposes of collective bargaining. If the employer objects to the petition because it believes that specific positions are not eligible to be represented in a bargaining unit (for example, because employees in the positions are supervisors, confidential employees, or managerial employees), the Board will nevertheless certify the labor organization if the contested positions are not sufficient to affect the labor organization's evidence of majority support. Whether the disputed positions should be included in the bargaining unit will be resolved by use of the Board's unit clarification procedures.

If the majority interest petition proposes a bargaining unit that combines both professional and nonprofessional employees, the Board will first conduct an election to determine whether both the professional and nonprofessional employees want to be represented in such a combined unit. If both the professional and nonprofessional employees vote to not be represented in a combined unit, the Board will certify separate professional and nonprofessional units, provided the labor organization has demonstrated majority support in each separate unit.

If a party or individual provides evidence demonstrating a material issue of fact or law that the labor organization's majority support was obtained by fraud or through coercion, the Board will conduct a hearing to determine whether there is clear and convincing evidence of fraud or coercion. If the Board determines there is clear and convincing evidence of fraud or coercion, it will conduct an election to determine majority support for the labor organization in the appropriate unit. If the Board finds that there is not clear and convincing evidence of fraud or coercion, the Board will certify the unit based on the labor organization's evidence of majority support.

### **Designation for Exclusion Petitions**

From April 5, 2013, through April 4, 2014, Section 6.1 of the Act permitted the Governor or his agent to designate State employment positions for exclusion from collective bargaining rights that might otherwise exist under the Act. To implement this provision, the Board recognized a new type of petition.

Upon the filing of a petition for designation, the Board served the petition upon all employees occupying the designated positions as well as their certified exclusive bargaining representative, if any, or any labor organization that had petitioned to represent the designated petitions. Recipients had 10 days to file objections to the designation. Upon the filing of such an objection, an administrative law judge evaluated whether an oral hearing was required, and whether or not a hearing was held, issued a recommended decision and order on whether the designation comported with the requirements of the Act. Parties were permitted to file exceptions to those recommendations within three days. Upon the filing of such exceptions, the Board's State Panel, in open meeting, ruled on the exceptions and on whether the



designation comported with the requirements of the Act. The Act required the Board to make a final determination within 60 days of the filing of the petition.

### **Unfair Labor Practice Charges**

Section 10 of the Act prohibits employers and labor organizations from engaging in certain labor practices. An employer, a labor organization, or an employee may file a charge with the Board alleging such unfair labor practices. There are two categories of unfair labor practice charges:

- A Charge Against Employer (CA) alleges that an employer has violated one of the provisions under Section 10(a) of the Act;
- A Charge Against Labor Organization (CB) alleges that a labor organization has violated one of the provisions under Section 10(b) of the Act.

Upon receipt of a charge, the case is assigned to an investigator. If the investigation reveals that there is no basis to sustain the charge, the Executive Director dismisses the charge. If, on the other hand, the investigation reveals the existence of a dispositive question of law or fact as to whether an unfair labor practice has been committed, the Executive Director will issue a complaint and the case will be set for hearing before an administrative law judge. In contrast to practices before the National Labor Relations Board, the Board does not perform the prosecutorial function once a complaint is issued. Instead, the charging parties or their representatives prosecute unfair labor practice cases. Because it does not prosecute, the Board's "issue of law or fact" standard for issuance of a complaint is less strenuous than the reasonable cause standard used by the National Labor Relations Board.

At unfair labor practice charge hearings, charging parties and respondents produce and examine witnesses, adduce evidence in support of their positions, and, typically, file written briefs. After considering the record and the parties' briefs, the administrative law judge will subsequently issue a recommended decision and order.

Parties may file appeals from the Executive Director's dismissal or file exceptions to an administrative law judge's recommended decision and order. The Board hears and rules on all appeals and exceptions. Parties aggrieved by Board decisions and orders may obtain judicial review in the Illinois Appellate Court. Parties may also seek to enforce a Board order in the Illinois Appellate Court.

In FY2014, the Board designated one of its investigators to function as its in-house mediator. This move allows the Board to provide mediation services to parties who have pending unfair labor practice claims before the Board.

### **OTHER ISSUES BEFORE THE BOARD**

In addition to processing cases that fall within the Board's two major programs, other issues also come before the Board. Below is an overview of various other ways the Board facilitates effective bargaining relationships between public employers and their employees.

#### **Mediation/Arbitration Cases**

The Board maintains a roster of qualified mediators and arbitrators. Upon request, the Board provides a list of mediators or arbitrators (MA) to parties who have reached an impasse in collective bargaining. The Act prohibits protective services employees (security employees, peace officers, firefighters) from striking. Disputes over their negotiations are subject to mandatory mediation and interest arbitration. Units of non-protective services employees use mediation in the event of impasse, and can only use interest arbitration on agreement of the parties. The parties may request the Board's roster for other services as well, such as fact-finding, grievance arbitration, and grievance mediation are provided at the request of one or both parties.

#### **Strike Investigations**

If a unit of non-protective services employees engages in a strike that the employer believes presents "a clear and present danger to the health and safety of the public," the employer may petition the Board for a strike investigation (SI). The Board has 72 hours to determine whether such a clear and present danger exists. The employer may then take the Board's findings to Circuit Court to seek to enjoin the work stoppage in a manner that would eliminate the danger. When employees have been enjoined from striking pursuant to this procedure, interest arbitration is used to resolve the issues in dispute.

## **Declaratory Rulings**

Employers and labor organizations may also request that the Board's General Counsel issue a declaratory ruling (DR) stating whether the Act requires bargaining over a particular subject. Such requests must be made jointly, unless it involves a protective services employee unit where a request for interest arbitration has been made.

## **Police Decertification Cases**

Amendments to Section 6.1 of the Illinois Police Training Act through Public Act 93-0655 instituted a process for the decertification of a police officer when it has been proven that, while under oath, he or she has knowingly and willfully made false statements as to a material fact going to an element of the offense of murder. There are two situations in which the ILRB State Panel may be required to conduct hearings involving alleged police perjury. In the first scenario, the Illinois Law Enforcement Training Standards Board (ILETSB) investigates verified complaints of police perjury in cases where there has been an acquittal. Following an investigation, ILETSB will forward a report to the Executive Director of the ILRB who will review the evidence to determine whether it is sufficient to warrant a hearing before an administrative law judge of the ILRB. In these cases, the Executive Director may either issue a non-appealable dismissal or order a hearing. In the second scenario, where there has been a finding of guilt on the offense of murder but a new trial is granted on direct appeal or a state post-conviction evidentiary hearing is ordered based on a claim of police perjury that goes to an element of the offense of murder, a request for hearing is filed directly with the ILRB without an investigation by ILETSB. If any of these cases proceed to hearing, an administrative law judge will make a recommendation to the ILRB State Panel as to whether certain police officers have committed perjury in homicide proceedings such that they should be decertified. The administrative law judge's decision may be appealed to the Board and the Board decision may be further appealed to court.

## **RULEMAKING**

The Board is authorized to promulgate rules and regulations governing its activity. 5 ILCS 315/5(i), (j) & (k) (2012). It takes a vote of five of the eight Board members to enact or amend rules.

The Board has adopted regulations governing its internal structures (2 Ill. Adm. Code 2500), access to its records (2 Ill. Adm. Code 2501), general provisions applicable to all Board proceedings (80 Ill. Adm. Code 1200), procedures in representation cases (80 Ill. Adm. Code 1210), procedures in unfair labor practice cases (80 Ill. Adm. Code 1220), procedures for resolving collective bargaining impasses (80 Ill. Adm. Code 1230), procedures for police decertification cases (80 Ill. Adm. Code 1240), and procedures for implementing the gubernatorial designations for exclusion (80 Ill. Adm. Code 1300). The Board's rules are available at its offices or on its website at <http://www.state.il.us/ilrb>.

## **REFERRALS TO OTHER AGENCIES**

The Board spends a considerable amount of time talking to members of the general public who either call or walk into the Board's offices seeking information regarding their work-related problems. When, as often happens, a Board agent determines that the Board has no jurisdiction to remedy the problem presented by the person, the agent directs the person to the appropriate governmental agency.

## **LAW LIBRARY/CONTRACT REPOSITORY**

Specialized public sector labor relations law libraries are maintained in the Board's Chicago and Springfield offices. The libraries contain the Illinois Public Employee Reporter and are open to the public. The Board also serves as the repository of public sector collective bargaining agreements for employees under the Board's jurisdiction.

## Board and Court Decisions

### Representation Cases

7/19/2013

#### ILRB State Panel

##### Confidential Employees; Unit Clarification Petitions

In Treasurer of the State of Illinois and AFSCME Council 31, 30 PERI ¶53 (IL LRB-SP 2013) (Case No. S-UC-12-056), the Employer filed a unit clarification petition seeking to remove an Information Systems Analyst from a bargaining unit represented by the Union. The Board affirmed the ALJ's finding that, although none of the three conditions for filing a unit clarification petition under Section 1210.170(a) of the Board's rules applied, the Employer's unit clarification petition was nevertheless procedurally appropriate under the Fourth District Appellate Court's decision in Dep't of Cent. Mgmt. Servs. (Dep't of Corrections) v. Ill. Labor Relations Bd., 364 Ill. App. 3d 1028 (4th Dist. 2006), in which the Court held that the unit clarification mechanism may be used by an employer at any time to sever confidential employees from a bargaining unit. The Board also affirmed the ALJ's finding that the position at issue met the confidential exclusion under the "authorized access" test, based on the employee's responsibility, in the regular course of her duties as a network administrator for the Treasurer's Office, for troubleshooting Excel documents, including budgetary documents upon which collective bargaining proposals and responses may be based.

7/19/2013

#### ILRB State Panel

##### Appropriate Bargaining Unit

In Teamsters Local 700 and Village of Franklin Park (Dep't of Public Works and Utilities), 30 PERI ¶52 (IL LRB-SP 2013) (Case No. S-RC-13-017), the Union petitioned to represent in a single bargaining unit employees in three different divisions of the Employer's utilities department. The Employer objected, arguing that the proposed unit was not appropriate because the employees are not sufficiently functionally integrated, and because less than a majority of the employees in one of the three divisions indicated support for representation. The Board adopted the ALJ's decision finding the petitioned-for unit appropriate, citing the well-established principle that the petitioner need only show that the proposed unit is *an* appropriate unit; a petitioner does not have to demonstrate that the proposed unit is *the most* appropriate. The Board agreed with the ALJ's determination that there was sufficient functional integration among the subject employees in the three divisions to find the proposed unit appropriate. The Board also rejected the Employer's argument based on the apparent lack of majority support in one division, concluding that accepting the Employer's argument would impose an artificial construct on the representation process that is not contemplated by the Board's rules.

8/30/2013

#### ILRB State Panel

##### Executive Director Dismissal – Objections to Election

In Jane Reynolds Arts and Illinois Council of Police and County of Lake and Sheriff of Lake County and Illinois Fraternal Order of Police Labor Council and Policemen's Benevolent Labor Committee, 30 PERI ¶71 (IL LRB-SP 2013) (Case No. S-RC-13-031), a bargaining unit employee objected to an election conducted between an incumbent union, a petitioning rival union, and a third union/intervener, in which the petitioning rival union prevailed. The Executive Director issued a report dismissing the objections on the primary ground that the employee did not have standing to file objections. The employee did not appeal from the dismissal, but the incumbent union did, arguing for reversal on other grounds. The Board affirmed the Executive Director's dismissal, ruling that, although she was an eligible voter, the employee who filed the objections was not a "party" to the election within the meaning of Section 1210.150(a) of the Board's rules, and therefore lacked standing to file the objections. The Board declined to address the substance of the incumbent union's appeal of the dismissal because the appeal did not address the standing issue.

**10/3/2013**

**ILLINOIS APPELLATE COURT 4TH DISTRICT DECISION**

**Supervisor and Managerial Exclusions**

By way of a non-precedential decision in Department of Central Management Services/Department of Healthcare and Family Services v. Ill. Labor Relations Bd., 2013 IL App (4th) 120507-U, 30 PERI ¶78, the Fourth District affirmed in part and reversed in part the Board's decision in 28 PERI ¶160 (IL LRB-SP 2012) (Case No. S-RC-08-130), in which the Board adopted the ALJ's recommended decision rejecting the Employer's arguments that three administrative law judges in the Department of Healthcare and Family Services should be excluded from representation as managerial employees, and that one of the three, a supervising ALJ, also met the definition of supervisor under the Act. The Court agreed with the Board that none of the three positions met the managerial exclusion, because the evidence failed to establish that any of the ALJs were predominantly engaged in executive and management functions, or that they formulated agency policies or possessed the independent discretion to make policy decisions. However, the Court reversed the Board with respect to the supervising ALJ, finding that he should be excluded as a supervisor. The Board had concluded that the supervising ALJ did not exercise independent judgment in exercising supervisory duties, that certain of his authority had been expressly taken away by his superiors, and that he clearly did not spend the preponderance of his employment time supervising his two subordinates. The Court determined otherwise and ruled that the employee had supervisory authority to direct and discipline his two subordinates with independent judgment. The Court also ruled that the preponderance requirement was met, based on the employee's testimony that supervising his two subordinates was "a major portion" of his job, and the Court's determination that there was little evidence as to how much time he spent performing non-supervisory functions.

**11/18/2013**

**ILRB State Panel**

**Managerial Exclusion**

In AFSCME Council 31 and State of Illinois, Department of Central Management Services (Property Tax Appeal Board), 30 PERI ¶127 (IL LRB-SP 2013) (Case No. S-RC-09-136), the Board affirmed the ALJ's recommended decision that the Union's petition be dismissed because the position the Union sought to represent, the Chief Hearing Officer for the Illinois Property Tax Appeal Board, is a managerial employee within the meaning of Section 3(j) of the Act. In reaching this conclusion, the ALJ and the Board noted that the Chief Hearing Officer spends 80-85% of his time conducting hearings and writing decisions for the agency, and that, as with the Illinois Commerce Commission ALJs found to be managerial in Illinois Department of Central Management Services/Illinois Commerce Commission v. Illinois Labor Relations Board, State Panel, 406 Ill. App. 3d 766, 26 PERI ¶136 (4th Dist. 2010), his decisions concern the core functions of an adjudicative agency, they are accepted by the Appeal Board almost all of the time, and they therefore constitute the sort of effective recommendations that qualify as executive and managerial authority.

**1/31/2014**

**ILRB State Panel**

**Managerial Exclusion**

In AFSCME Council 31 and State of Illinois, Department of Central Management Services, 30 PERI ¶200 (IL LRB-LP 2014) (Case No. S-RC-11-062), the Board adopted the ALJ's recommended ruling rejecting the Employer's argument that two Environmental Scientists for the Pollution Control Board qualified for the managerial exclusion under Section 3(j) of the Act. The Board agreed with the ALJ's determination that the two employees at issue do not exercise the requisite discretion and authority when they write PCB decisions, because their writings merely memorialize decisions already made by the PCB. The Board also agreed with the ALJ that the employees are not in any event predominantly engaged in decision writing, and would thus fail to satisfy this prong of the managerial test, as well. Finally, the Board rejected the Employer's argument on appeal that the Environmental Scientists are managerial as a matter of law, noting the absence of any statute cloaking these employees with the powers and privileges of the PCB members. The Board also distinguished the Fourth District's decision in Department of Central Management Services (Pollution Control Board) v. Illinois Labor Relations Board, 2013 IL App (4th) 110877, concluding that, unlike the legal assistants to the PCB at issue in that case, the Environmental Scientists do not provide advice and direction to the PCB with respect to legal issues, and noting that the "managerial as a matter of law" exclusion has historically been limited to attorneys.

**2/14/2014**

**ILRB State Panel**

**Managerial Exclusion**

In AFSCME Council 31 and State of Illinois, Department of Central Management Services (Illinois Commerce Commission), 30 PERI ¶205 (IL LRB-SP 2014) (Case No. S-RC-11-074), appeal pending, No. 1-14-0759 (Ill. App. Ct., 1st Dist.), the Board affirmed the ALJ's recommended order concluding that the Assistant Director Administrative Law Judge for the ICC is a managerial employee within the meaning of Section 3(j) of the Act. In its decision, the Board relied on the ALJ's findings that the incumbent spends approximately 70% of his time hearing cases and rendering decisions on a wide variety of cases that come before the ICC, that these decisions represent the primary means by which the ICC effectuates its statutory mandate, and that the Commission accepts the "vast majority" of his recommended decisions unchanged.

**2/14/2014**

**ILRB State Panel**

**Managerial Exclusion**

In AFSCME Council 31 and State of Illinois, Department of Central Management Services (Illinois Commerce Commission), 30 PERI ¶206 (IL LRB-SP 2014) (Case No. S-RC-11-078), appeal pending, No. 1-14-0656 (Ill. App. Ct., 1st Dist.), the Union petitioned to add six ICC Directors to an existing bargaining unit, and the Employer objected, arguing that all six should be excluded from collective bargaining as managerial, supervisory and confidential within the meaning of the Act. The ALJ recommended that three be excluded as managerial - including one she determined to be "managerial as a matter of law" - and that the other three be added to the bargaining unit. A majority of the Board ruled that all six should be excluded under the traditional managerial exclusion set forth in Section 3(j) of the Act, and reversed the ALJ's ruling that one was managerial as a matter of law, and that three others did not meet the traditional managerial exclusion. Member Brennwald dissented with respect to two of the Directors, citing his view that the rationale relied on by the majority for those positions - that they function as "gatekeepers" who exercise discretion in determining which matters are brought to the Commission's attention - is not sufficient to satisfy the standards of Section 3(j).

**4/8/2014**

**ILRB State Panel**

**Unit Clarification; Exclusion Based on Change in Law**

In Illinois Office of the Comptroller and Int'l Union of Operating Engineers Local 965, 30 PERI ¶282 (IL LRB-SP 2014) (Case No. S-UC-13-044), appeal pending, No. 4-14-0352 (Ill. App. Ct., 4th Dist.), the Employer filed a unit clarification petition to remove from existing bargaining units represented by the Union employees holding the title of Public Service Administrator. The petition was filed following the enactment of Public Act 97-1172 effective April 5, 2013, which amended the Act to, among other things, exclude from the definition of "public employee" certain categories of employees of State agencies - including, specifically, the subject PSAs employed by the Comptroller's Office. The Board affirmed the ALJ's recommended order excluding the Comptroller's PSAs, agreeing with the ALJ that the unit clarification was appropriately filed under the Board's rules based on the "significant change in law" affecting the employees' bargaining rights occasioned by the amendment to the Act, and rejecting the Union's argument that the exclusion improperly impinged on the employees' rights to continued coverage under the existing collective bargaining agreements between the Union and the Employer. In particular, the Board noted its well-established authority to remove positions from collective bargaining units pursuant to the Board's rules, and the absence of any statutory or case law to support the Union's argument that the Board's authority to remove these employees, because they are no longer "public employees" under the Act, was in any way undermined by the fact of their coverage under existing collective bargaining agreements. The Board's decision also specified that the effective date of the employees' removal from the bargaining unit would be the date of the Executive Director's certification of unit clarification issued pursuant to the Board's decision.

**5/13/2014**

**ILLINOIS APPELLATE COURT 4TH DISTRICT DECISION**

**New Petition for Excluded Positions; Denial of Hearing**

In a non-precedential decision in International Association of Machinists and Aerospace Workers, District 8 v. Ill. Labor Relations Bd., 2014 IL App (4th) 130126-U, 30 PERI ¶293, the Fourth District Appellate Court affirmed the Board's dismissal of the Union's majority interest petition in International Association of Machinists and Aerospace Workers, District 8 and State of Illinois, Central Management Services (Department of Human Services), 29 PERI ¶122 (IL LRB-SP 2013) (Case No. S-RC-12-109). The Union's petition sought to represent a unit of Public Service Administrators who had recently been the subject of petitions filed by AFSCME, and found by the Board in 2010 and 2011 to be supervisory, managerial, or confidential. The Board affirmed the ALJ's dismissal of the Union's petition based on the Union's failure to respond to the ALJ's directive to provide information regarding any changes in the employees' job duties, and why the Union should not be bound by the Board's prior rulings finding the employees to be excluded under the Act. The Court rejected the Union's argument on appeal that it was unfairly denied a hearing, citing the Union's failure to respond to the ALJ's request for information that would warrant holding a hearing, and concluding that the Board's decision to proceed without a hearing was not clearly erroneous. The Court similarly found that, by failing to respond to the ALJ's request for information, the Union forfeited any right to challenge on appeal the Board's substantive determination, based on its prior decisions, that the petitioned-for positions were excluded from collective bargaining under the Act.

**6/12/2014**

**ILRB Local Panel**

**Confidential Exclusion**

In City of Chicago (Office of Inspector General) and AFSCME Council 31, 31 PERI ¶6 (IL LRB-LP 2014) (Case No. L-RC-13-011), the Board adopted the ALJ's recommended ruling dismissing the Union's majority interest petition, which sought to represent Investigators employed in the Employer's Office of the Inspector General (IG), on the finding that the Investigators are confidential employees within the meaning of Section 3(c) of the Act. The ALJ determined that the Investigators are confidential under the "authorized access" test because, in the regular course of their duties, they (1) assist the Employer's Law Department attorneys in strategizing with respect to grievance arbitration hearings involving discipline issued pursuant to IG investigations; (2) have advance knowledge of discipline that will be imposed by an operating department by way of their review of draft disciplinary charges prior to their issuance; and (3) review for accuracy drafts of IG reports recommending various improvements in operational performance and efficiency, including such reports related to the Employer's collective bargaining policies and strategies.

**6/20/2014**

**ILRB State Panel**

**Unit Appropriateness**

In SEIU Local 73 and County of McHenry, McHenry County Recorder of Deeds, 31 PERI ¶8 (IL LRB-SP 2014) (Case No. S-RC-14-001), the Union filed a majority interest petition seeking to represent Recording Specialists, part-time Recording Specialists, and Record/Office Clerks in the McHenry County Recorder's Office. The ALJ found the unit inappropriate for failing to include two positions: the office's Accounting Coordinator and Personal Computer Specialist. The Board affirmed the ALJ's recommended decision, and, in the process, declared that it would continue to apply a presumption of unit inappropriateness in cases such as this one, where the proposed unit excludes positions that perform duties similar to those performed by the petitioned-for employees, and where both the petitioned-for and excluded positions work under a common, centralized personnel system. The Board went on to find that the Union failed in this case to rebut the presumption of inappropriateness, because it could not show that the smaller proposed unit shared a community of interests separate and distinct from that of a larger unit including the two positions at issue, and the Union also failed to otherwise demonstrate a rational and legitimate basis which would justify certification of the smaller unit.

## Employer Unfair Labor Practice Cases

7/19/2013

### ILRB State Panel

#### Refusal to Bargain

In Int'l Association of Firefighters, Local 23 and City of East St. Louis (Fire Department), 30 PERI ¶67 (IL LRB-SP 2013) (Case No. S-CA-10-200), the Board accepted the ALJ's recommended decision finding that the Employer violated Section 10(a)(4) by failing to bargain over reductions in staffing levels implemented during the course of interest arbitration proceedings. The Board rejected the Employer's argument that the reductions were justified as a matter of economic necessity, concluding that this argument was unsupported by any showing that a reduction in staffing was the only solution, or by any authority for the proposition that, even if it was the only solution, such economic necessity would provide a valid justification for a unilateral change in previously agreed-to staffing levels. The Board also rejected the Employer's argument that the charge had been rendered moot by an arbitration award in the Union's favor, finding that the award addressed only the breach of the collective bargaining agreement, and not the statutory issue raised by the charge. Finally, the Board also agreed with the ALJ's denial of the Employer's request to defer to the award, because that request was not made until the Employer filed its post-hearing brief, and after the record in the case was closed, thereby precluding the parties from making an evidentiary record and litigating the issue.

7/19/2013

### ILRB State Panel

#### Executive Director Dismissal – Retaliation/Discrimination; Deferral

In SEIU Local 73 and Village of Oak Park, 30 PERI ¶51 (IL LRB-SP 2013) (Case No. S-CA-12-175), the Union alleged that the Employer violated Sections 10(a)(2) and (3) of the Act by issuing an employee a three-day suspension, denying her the opportunity to work overtime, and hiring a temporary worker to perform her job duties, all in retaliation for the employee's grievance filing activities. The Executive Director deferred the allegation regarding the three-day suspension to the parties' grievance/arbitration procedure under Dubo, and dismissed the other two allegations. The Board affirmed both the Executive Director's decision to defer and her dismissal of the remainder of the charge. In doing so, the Board rejected the Union's invitation to adopt a policy of non-deferral of discrimination charges, and instead found deferral appropriate under the Dubo standard. With respect to the dismissal, the Board noted that the Union's argument was based entirely on what the Union characterized as the "highly suspicious" timing of the Employer's action, and cited well-established Board precedent to the effect that timing alone is insufficient to establish improper motive.

7/19/2013

### ILRB State Panel

#### Executive Director Deferral

In SEIU Local 73 and Village of Oak Park, 30 PERI ¶50 (IL LRB-SP 2013) (Case No. S-CA-12-163), the Union alleged that the Employer violated Section 10(a)(4) by unilaterally reducing the work hours of one bargaining unit employee, and also unilaterally changing the job description of another unit employee, who was terminated based on the Employer's determination that she was unable to perform the essential functions of her position. The Union filed a grievance over the reduction in hours for the first employee, and a separate grievance challenging the termination of the second employee. The Board affirmed the Executive Director's deferral of the charge under Dubo. In its appeal of the deferral order, the Union argued that the Employer had previously stated its position that it was not bound by the collective bargaining agreement it had entered into with the Union's predecessor, and that, because the Employer had disclaimed any legal obligation to arbitrate the grievances, deferral was inappropriate. The Board rejected the Union's argument on the ground that, at least for the purpose of resolving this matter, the Employer had expressly stated its willingness to be bound by the grievance/arbitration procedure. The Board further ruled that, if the Employer in fact fails to do so, it will allow the Union to reinstate the charges, and would also consider a motion for sanctions.

**8/28/2013**

**ILLINOIS APPELLATE COURT 4TH DISTRICT DECISION**

**Retaliation**

By way of an unpublished order in Peter Wagner v. Ill. Labor Relations Bd., 2013 IL App (4th) 120827-U, 30 PERI ¶68, the Fourth District affirmed the Board's decision in Peter J. Wagner and State of Illinois, Department of Central Management Services, 29 PERI ¶36 (IL LRB-SP 2012) (Case No. S-CA-12-072), upholding the Executive Director's dismissal of a Section 10(a)(1) retaliation charge on the ground that the Employer had already taken "significant steps" toward Charging Party's discharge before it learned of his union activity. The Court also affirmed the finding that there was no basis for Charging Party's claim that his discharge violated Sections 10(a)(2) and (3) of the Act.

**8/30/2013**

**ILRB State Panel**

**Retaliation**

In Illinois Troopers Lodge No. 41 and State of Illinois, Department of Central Management Services. (State Police), 30 PERI ¶70 (IL LRB-SP 2013) (Case No. S-CA-10-130), the ALJ dismissed a charge alleging that a bargaining unit sergeant was given a five-day suspension in retaliation for engaging in the protected, concerted activity of writing and filing an expert witness report in support of another bargaining unit employee, as part of a disciplinary proceeding involving the other employee. The basis for the ALJ's dismissal was her finding that, at the time the discipline against the sergeant was initiated, the Employer was not aware that the sergeant had filed the report at the request of the Union, and the Union was therefore unable to prove the necessary causation element of its prima facie case. The Board reversed the ALJ, relying on established precedent to the effect that a charging party need not show union animus in order to make out a prima facie 10(a)(1) retaliation case. The Board found that that the sergeant filed his report on behalf of a fellow unit employee and offered testimony on his behalf, that this was protected, concerted activity, that there was no dispute that the Employer was aware that the sergeant engaged in this activity – in fact, it was the filing of the report which served as the basis for the discipline – and that it was therefore immaterial, under a 10(a)(1) analysis, whether or not the Employer was aware that the sergeant was acting at the request of the Union. The Board rejected the Employer's argument that there was no violation of the Act because the basis for the discipline was not retaliatory, but violation of the Employer's "conflict of interest" rules. The Board held that, because the very basis for the adverse action was the protected activity itself, the Union did not need to independently prove animus toward the protected activity. The Board also found that the Employer was unable to show that it had a substantial business interest in enforcing its "conflict of interest" rules in this case which outweighed the sergeant's right to engage in the protected, concerted activity. Accordingly, the Board determined that the Employer violated Section 10(a)(1) by disciplining the employee for submitting his report on behalf of a fellow employee.

**9/4/2013**

**ILRB State Panel**

**Retaliation; Interference**

In Hazel Crest Professional Firefighters Association, IAFF Local 4087 and Village of Hazel Crest, 30 PERI ¶72 (IL LRB-SP 2013) (Case No. S-CA-13-005), the Union alleged that the Employer violated Section 10(a)(1) of the Act when it ordered the removal of a Union banner hung in a firehouse, and Union decals affixed to fire trucks. Both the banner and the decals had been in place for several years. The Board affirmed the ALJ's dismissal of the complaint, determining that, even though the display of the Union banner and decals generally constituted concerted activity, it was not activity that was protected under the Act in this case, because the Employer's interests in regulating the use of its property outweighed the employees' right to engage in this concerted activity. The Board noted that the Union had only displayed the banner and placed the stickers on trucks after first requesting and receiving the Employer's permission, thereby demonstrating that the Employer had consistently retained its right to control the display of the banner and decals on its property. The Board also rejected the Union's argument that the removal order was improperly motivated, finding no evidence of animus or other improper motivation on the part of the Employer.



**9/24/2013**

**ILLINOIS APPELLATE COURT 1ST DISTRICT ORDER**

**Make Whole Remedy**

By way of an unpublished summary order in William J. Foster v. Ill. Labor Relations Bd., 2013 IL App (1st) 123516, 30 PERI ¶118, the First District affirmed the Board's decision in Local 8A-28A Metal Polishers, Sign & Display, Novelty Workers, Automotive Equipment Painters and Chicago Transit Authority, 29 PERI ¶73 (IL LRB-SP 2012) (Case No. L-CA-01-017-C), denying a compliance petition requesting, as part of the make whole remedy for an unfair labor practice finding that the petitioner had been transferred in violation of the Act, payment of over \$25,000 in hourly wages for the additional travel time to and from work the petitioner claimed to have incurred as the result of the transfer. The Court found that the Board did not abuse its discretion in determining that, because the petitioner was never previously paid hourly wages for travel time, he did not lose any such wages by reason of the transfer, and that granting his petition would have constituted a windfall, and was therefore not appropriately included in any make whole remedy.

**10/23/2013**

**ILRB State Panel**

**Executive Director Dismissal – Retaliation; Failure to Reinstate Charge Following Deferral**

In Metropolitan Alliance of Police, Orland Park Police Chapter No. 159 and Village of Orland Park, 30 PERI ¶114 (IL LRB-SP 2013) (Case No. S-CA-10-167), appeal pending, No. 1-13-3636 (Ill. App. Ct., 1st Dist.), the Union filed a charge alleging that the Employer issued a series of disciplinary actions against a bargaining unit employee, Joseph McGreal, in retaliation for his Union activity. On July 22, 2010, the Executive Director deferred the charge to the parties' grievance/arbitration process. The Executive Director's deferral order stated that the charge was subject to dismissal if, within 15 days of the completion of the arbitration hearing, neither party submitted a request to the Board to proceed with the charge. On November 14, 2012, an arbitrator issued an award denying the Union's grievances. No request to proceed with the charge was ever filed with the Board, and the Executive Director accordingly dismissed the charge on July 18, 2013. Neither the Union nor the Employer appealed the dismissal; however, McGreal did file a timely appeal. The Board upheld the Executive Director's dismissal based on the absence of any request to proceed with the charge following the completion of the arbitration process.

**10/23/2013**

**ILRB State Panel**

**Discrimination; Retaliation**

In Metropolitan Alliance of Police, DuPage Sheriff's Police, Chapter 126 and County of DuPage and DuPage County Sheriff, 30 PERI ¶115 (IL LRB-SP 2013) (Case No. S-CA-12-177), the Board rejected the Employer's exceptions, and adopted the ALJ's recommended decision finding that the Employer violated Section 10(a)(2) by removing a bargaining unit employee from his assignment to the Special Operations Unit (SOU) because he grieved the Employer's change to its overtime policy. In her decision, the ALJ found that, even though the removal of the employee from the SOU did not result in a reduction in his pay rate, it was nevertheless an adverse employment action because he lost the opportunity to earn overtime while training with the unit on a regular day off, and also because his removal resulted in a loss of responsibility and prestige that comes with being assigned to the SOU. The ALJ also found that his removal was motivated by union animus, based on the Employer's shifting and pretextual grounds for effecting the removal, as well as the fact that the Employer took the action just two days after learning of the employee's complaint to the Union about the change in the overtime policy.

**10/23/2013**

**ILRB State Panel**

**Executive Director Dismissal – Unilateral Change, Threat**

In Metropolitan Alliance of Police, Chapter 351 and Village of Oak Lawn, 30 PERI ¶116 (IL LRB-SP 2013) (Case No. S-CA-13-077), the Board affirmed the Executive Director's dismissal of the Union's charge alleging that the Employer violated the Act when, shortly after finalizing a collective bargaining agreement, the Employer sent the Union a notice requesting a meeting and informing the Union that, based on budgetary concerns, it may have to outsource its telecommunications unit, which includes employees represented by the Union. The Executive Director found that there was no basis for concluding that the Employer had unilaterally changed terms and conditions of employment, because no change had yet been implemented, and the Employer had only provided the Union with notice of contemplated action and offered to discuss the matter with the Union. The Executive Director also concluded that there was no basis for the

Union's argument that the Employer's notice constituted an illegal threat, since it is not inherently unlawful for an employer to contract out work, or consider such an action and gather information before making a decision.

**10/23/2013**

**ILRB State Panel**

**Executive Director Dismissal – Breach of CBA Claim**

In Amalgamated Transit Union, Local 1028 and Pace Suburban Bus, 30 PERI ¶117 (IL LRB-SP 2013) (Case No. S-CA-13-193), the Charging Party alleged that the Employer violated the Act by requiring its supervisors to inform employees that they may no longer use the FMLA provision of the CBA as an excusable absence. The Executive Director dismissed the charge on her finding that it alleged nothing more than noncompliance with the CBA, noting that the Charging Party had failed to provide any specific evidence in response to the Board agent's request for information as to how the Employer's action violated the Act. The Board rejected the Charging Party's exceptions and upheld the dismissal.

**1/31/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Weingarten Rights**

In Ronald D. Butler and Chicago Transit Authority, 30 PERI ¶195 (IL LRB-LP 2014) (Case No. L-CA-14-004), Charging Party's supervisor informed the Charging Party, with his Union representative participating by telephone, that the supervisor was going to recommend that the Charging Party be given a one-day suspension for violating sick call-in procedures. The supervisor also explained to both the Charging Party and his Union representative the basis for his recommendation. Charging Party then filed a charge alleging that the Employer violated his Weingarten rights to union representation during an investigatory interview. The Board affirmed the Executive Director's dismissal of the charge on the ground that the meeting in question was not investigatory, but merely informational, and that therefore no Weingarten rights were implicated.

**1/31/2014**

**ILRB Local Panel**

**Refusal to Bargain**

In SEIU Local 73 and City of Chicago, 30 PERI ¶194 (IL LRB-LP 2014) (Case No. L-CA-10-070), the Union alleged that the Employer violated Section 10(a)(4) by failing to schedule arbitration hearings in a timely manner, and by refusing to pay half of the arbitrator's hearing cancellation fees in cases where such a fee was assessed following the Union's withdrawal of a grievance. The Board adopted the ALJ's recommended decision finding that the Employer had not violated the Act with respect to either allegation. On the first issue, the Board agreed with the ALJ that the Employer's delays in scheduling arbitration hearings did not amount to a repudiation of the relevant collective bargaining agreements. The Board determined that the relevant CBA language was open to interpretation, the scheduling delays did not prevent the grievance process from working, and the Employer did not otherwise demonstrate bad faith, since the Employer had legitimate reasons for the delays, given the high volume of arbitration demands and staffing and logistical challenges. The Board also agreed with the ALJ's conclusion that, although Section 8 of the Act should be read as requiring that parties split arbitration hearing cancellation fees absent specific CBA language addressing the issue, the Employer's failure to pay half the cancellation fee did not constitute a violation of Section 10(a)(4). In reaching this conclusion, the Board followed Pennsylvania precedent to the effect that an employer's duty to bargain in good faith runs to the employees and their collective representative, and not to the arbitrator, and that any obligation of the employer to compensate an arbitrator is separate and distinct from the duty to bargain. Following the reasoning of the Pennsylvania precedent, the Board concluded that the Act does not authorize a union to pay an arbitrator's fee, and then, in effect, act as a collection agent for the arbitrator by recouping the payment from the employer through the filing of an unfair labor practice charge.

**1/31/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation; Employer as Additional Respondent**

In Tony Damarjian and SEIU Local 73, 30 PERI ¶197 (IL LRB-LP 2014) (Case No. L-CB-13-031), Charging Party was a Detention Aide for the Employer City of Chicago who was then hired by the Employer's Department of Aviation as a security officer. During his training for the security officer job at the Employer's police academy, Charging Party was dismissed for failing a test that candidates were required to pass in order to graduate from the academy, and he subsequently returned to his Detention Aide job. The Union grieved the Charging Party's dismissal from the academy, but declined to take the grievance to arbitration. Charging Party then filed a charge alleging that the Union breached its duty of fair representation. The Board upheld the Executive Director's dismissal of the charge for Charging Party's failure to present any evidence that the Union declined to advance the grievance out of any animosity directed at the Charging Party. The Board also rejected Charging Party's argument on appeal that the Employer should have been added as a respondent, finding that Charging Party's only complaint against the Employer was its alleged breach of the CBA, and noting that the Board has no jurisdiction over such claims.

**3/13/2014**

**ILLINOIS APPELLATE COURT 4TH DISTRICT ORDER**

**Refusal to Comply With Settlement Agreement**

By way of a non-precedential decision in City of Clinton/Dr. John Warner Hospital v. Ill. Labor Relations Bd., 2014 IL App (4th) 130304-U, 30 PERI ¶229, by a 2-1 vote, the Fourth District affirmed the Board majority's decision in AFSCME Council 31 and City of Clinton (Dr. John Warner Hospital), 29 PERI ¶167 (IL LRB-SP 2013) (Case No. S-CA-11-148), finding the Employer violated Section 10(a)(4) by refusing to comply with a grievance settlement agreement. In this case, a grievant was the subject of state criminal charges alleging his possession and manufacture of illegal substances, and that he had stolen supplies from the Employer-run hospital where he worked. The Union and the Employer entered into a settlement agreement whereby the grievant was placed on unpaid leave of absence for seven months, until April 1, 2011, at which time the leave of absence would expire. The settlement agreement further provided that "Grievant's employment status shall be terminated on April 1, 2011, should he fail or be unable to work at that time." The criminal charges against the grievant were dropped on March 29, 2011. The Employer refused to reinstate the grievant, and the Union filed the subject charge, alleging that the Employer violated Section 10(a)(4) by failing to comply with the settlement agreement. At hearing, the Employer argued that the agreement did not require reinstatement because, although the State charges had been dropped, the grievant was also the subject of a pending federal criminal investigation. The ALJ found a violation of Section 10(a)(4) based on her determination that the Employer failed to prove that it was aware of the pending federal criminal investigation as of April 1, 2011, and that the Employer's construction of the agreement was therefore incorrect. A majority of the Board agreed with the ALJ and affirmed her finding of a 10(a)(4) violation, and ordered the grievant reinstated. Members Brennwald and Coli dissented, opining that, even though the ALJ's construction of the agreement may be correct, the interpretation of settlement agreements is a matter for the courts, and not the Board, and that, because the agreement at issue was neither undisputed nor unambiguous, and therefore required interpretation, this case did not meet the standard for finding a Section 10(a)(4) violation under established Board precedent. In a 2-1 decision, the Court held that the Board's decision was not clearly erroneous, and also rejected the Employer's argument that reinstatement of the grievant would contravene public policy, noting that the Employer voluntarily entered into the settlement agreement, and that public policy favors collective bargaining.

**3/26/2014**

**ILRB Local Panel**

**Retaliation**

In Rhodda Thompson and County of Cook/Hektoen Institute, 30 PERI ¶252 (IL LRB-LP 2014) (Case No. L-CA-10-043), the ALJ recommended a ruling that the Employer violated Section 10(a)(1) by delaying Charging Party's annual performance-based wage increase and subsequently laying her off, both in retaliation for her grievance-filing and other protected activity. The Board reversed the ALJ's recommended ruling, finding that the delay in implementing Charging Party's annual merit increase was not an adverse employment action because the delay was only three weeks, and the increase was made retroactive to the date it was due. The Board also concluded that there was insufficient evidence in the record to conclude that her layoff was in retaliation for her protected activities, noting in particular that statements of union animus made by her superiors occurred more than five months prior to the layoff, and were wholly unrelated to the circumstances of the layoff.

**6/12/2014**

**ILRB Local Panel**

**Duty to Bargain Over Hidden Surveillance Cameras**

In SEIU Local 73 and City of Chicago, 31 PERI ¶3 (IL LRB-LP 2014) (Case No. L-CA-10-061), the Employer had installed two hidden surveillance cameras at one of its branch libraries in 2007. The cameras were installed on the advice of the Employer's police department, in response to the occurrence of three break-ins and thefts of computers and employees' personal belongings within a seven-day period, as a means to identify and apprehend the burglars. Both cameras were installed inside the library facility - one was pointed at the window where the burglars were presumed to have entered, and also afforded a view of the circulation area where employees work. The other was pointed to provide a view of an open area which had been ransacked by the burglars, where employees store their personal belongings and take lunch and other breaks. In December 2009, the Employer discovered that one of the copying machines at the branch had been vandalized, reviewed video footage from the cameras to ascertain the cause of the damage, and found that the perpetrator was an employee. Following notification that the Employer intended to discipline the employee based on the camera footage, the Union demanded bargaining over the installation and use of the cameras. The Board adopted the ALJ's ruling that the installation of hidden surveillance cameras which could be used for the purpose of monitoring and disciplining employees is a mandatory subject of bargaining under Central City, and that the Employer therefore violated Section 10(a)(4) of the Act by installing the cameras and using the footage for discipline without providing the Union with advance notice and an opportunity to bargain.

**6/12/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Retaliation**

In Dontay Brassel and City of Chicago, 31 PERI ¶4 (IL LRB-LP 2014) (Case No. L-CA-14-031), Charging Party alleged that the Employer retaliated against him for his grievance-filing activity by re-bidding shifts and bumping him from his shift. The Executive Director dismissed the charge, finding that the Charging Party had failed to present any evidence of retaliation, and noting that the re-bidding could not have been retaliatory because it was the subject of the grievance Charging Party claimed was the basis for the retaliation. The Board found no fault with the Executive Director's reasoning, but remanded the matter for further investigation of whether Charging Party's references to a transfer he received were to a second adverse employment action, or whether the transfer was part and parcel of the re-bidding action referenced in his charge and in his grievance.

**6/12/2014**

**ILRB State Panel**

**Discrimination**

In SEIU Local 73 and State of Illinois, Secretary of State, 31 PERI ¶7 (IL LRB-SP 2014) (Case No. S-CA-11-126), a long-time chief steward for the Union was issued an oral reprimand, which ultimately resulted in her being disqualified for a promotion for which she had applied. The oral reprimand was issued for her failure to strictly follow an instruction given to her by her acting facility manager, also a bargaining unit employee, who had on several occasions stated that the steward was "too union for my blood." The facility manager reported the steward's failure to follow instructions to the Employer's regional manager, who instructed the facility manager to forward to him a written account of the incident, which the regional manager then forwarded to the Employer's personnel department. The personnel department reviewed the facility manager's report of the incident and, based on that report, directed the issuance of the oral reprimand. The ALJ found that, although the facility manager's animus toward the steward was a motivating factor in her report to her supervisor, the Union failed to make out a prima facie case of discrimination because the facility manager did not have sufficient involvement in the eventual oral reprimand to impute her animus to the Employer, since her report was truthful, she never made any disciplinary recommendation, and the decision to discipline was made by neutral decision-makers in the Employer's personnel department who were untainted by animus. The Board reversed the ALJ's ruling that the Union failed to meet its prima facie burden, concluding that, since the facility manager's report was the sole basis for the oral reprimand, she was sufficiently involved in the discipline that her animus could be imputed to the Employer. The Board also rejected the Employer's argument that the facility manager's status as a bargaining unit employee precluded imputation of her animus to the Employer. However, the Board went on to conclude that, based on the available evidence in the record - including the fact that the report was truthful, that the steward's conduct was deemed by neutral decision-makers to warrant discipline, and that the facility manager did not single out only the steward in her report to the supervisor - it was more likely than not that the facility manager would

have reported the steward even in the absence of any animus, and the Employer therefore met its shifted burden of demonstrating that the oral warning would have been issued notwithstanding the facility manager's animus. The Board therefore affirmed the ALJ's dismissal of the complaint. While joining in the majority's opinion that the facility manager's involvement in the discipline was sufficient to impute her animus to the Employer, such that the Union met its prima facie burden, Member Coli dissented from the majority's conclusion that the Employer met its shifted burden of demonstrating that the oral warning would have been issued notwithstanding the facility manager's animus. In Member Coli's view, the majority failed to give adequate weight to evidence in the record suggesting that the facility manager's decision to report the steward was primarily motivated by a desire to disqualify the steward from the promotion, and that this desire in turn was driven by the facility manager's union animus.

**6/20/2014**

**ILRB State Panel**

**Executive Director Dismissal – Protected, Concerted Activity**

In Lori Crafton and State of Illinois, Department of Central Management Services (Corrections), 31 PERI ¶23 (IL LRB-SP 2014) (Case No. S-CA-14-076), Charging Party grieved a three-day suspension, which her Union settled for a reduction to a one-day suspension and two days of backpay. Charging Party then filed a grievance over the same suspension under the Employer's Personnel Code, which the Employer denied, based at least in part on the settlement of the Union's grievance. Charging Party then filed this charge complaining of the issuance of the suspension. The Executive Director dismissed the charge on timeliness grounds, and for the Charging Party's failure to show any retaliatory motive on the part of the Employer. On appeal, Charging Party argued that the Employer interfered with or restrained her from filing a Personnel Code grievance in violation of the Act. The Board found that, unlike a grievance arising under a collective bargaining agreement, the filing of a Personnel Code grievance does not constitute concerted activity under the Act. The Board therefore rejected Charging Party's appeal, and affirmed the dismissal.

**Union Unfair Labor Practice Cases**

**7/19/2013**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Richard Sanabria and FOP, Lodge 7, 30 PERI ¶49 (IL LRB-LP 2013) (Case No. L-CB-13-029), the Board affirmed the Executive Director's dismissal of a charge alleging that the Union breached its duty of fair representation with respect to its handling of Charging Party's grievance pertaining to his employer's failure to place him on "injured on duty" status. The Board agreed with the Executive Director's determination that Charging Party failed to raise an issue of law or fact sufficient to warrant hearing, and rejected his arguments on appeal challenging the propriety of the Act's "intentional misconduct" standard.

**8/28/2013**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Pamela Mercer and AFSCME Council 31, 30 PERI ¶69 (IL LRB-LP 2013) (Case No. L-CB-13-008), the Charging Party alleged that the Union violated Section 10(b)(1) by failing to adequately represent her with respect to her grievance against her employer over a denial of premium pay for hours worked. The Executive Director dismissed the charge because Charging Party failed to present evidence which raised any issue as to whether the Union took action against her because of her status or out of personal animosity. In her appeal, Charging Party argued that she was denied the opportunity to provide relevant information during the investigation. The Board rejected this argument and affirmed the dismissal, noting that Section 1220.40(a)(1) of the Board's rules requires a charging party to provide relevant information during the course of an investigation, and finding that Charging Party's attorney never responded to the Board investigator's letter requesting information, sent some five months before the dismissal, and that the attorney never denied receiving the letter.

**10/24/2013**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Basharath Ali Khan and AFSCME Council 31, 30 PERI ¶120 (IL LRB-LP 2013) (Case No. L-CB-13-037), Charging Party alleged that the Union breached its duty of fair representation by failing to pursue to arbitration a grievance challenging his termination. The Executive Director found that there was no evidence that the Union took any action designed to retaliate against the Charging Party or due to his status, and that, instead, the Union elected not to pursue his grievance to arbitration only because it determined that the grievance lacked merit. Citing unions' substantial discretion in deciding which grievances to pursue, the Executive Director dismissed the charge, and the Board affirmed the dismissal following Charging Party's appeal.

**11/22/2013**

**ILRB State Panel**

**Executive Director Dismissal – Union Refusal to Bargain**

In County of Kane and Kane County Sheriff and Policemen's Benevolent Labor Committee, 30 PERI ¶145 (IL LRB-SP 2013) (Case No. S-CB-13-027), the Employer filed a charge alleging that the Union violated Section 10(b)(4) of the Act by advancing to arbitration two grievances which the Employer read as seeking enforcement of minimum manning terms which were not included in the CBA. In its charge, the Employer asserted that, by advancing to arbitration grievances over a subject not covered by the CBA, the Union sought to "unilaterally change the grievance procedure." The Executive Director dismissed the charge, seeing no basis for an allegation that the Union's advancement of the grievances to arbitration was an unfair labor practice, reasoning that the Union cannot effect a unilateral change, and, in any event, the ultimate disposition of the grievances would be left to an arbitrator, in accordance with the terms of the parties' CBA. At oral argument before the Board, the Employer claimed that the Union had similarly advanced several other grievances to arbitration seeking enforcement of a non-existent minimum manning provision, and the Union stated that there were in fact eight grievances pending involving the same general subject matter. The Board decided that, based on this information, a more thorough investigation was required, and accordingly reversed the dismissal and remanded the case to the Executive Director for further investigation.

**1/31/2014**

**ILRB Local Panel**

**Sanctions; Remedy for Failing to Provide Fair Share Information**

In Shawn Hallinan and Fraternal Order of Police, Lodge 7, 30 PERI ¶196 (IL LRB-LP 2014) (Case No. L-CB-13-002), a complaint was issued on Charging Party's allegations that the Union violated Section 10(b)(1) of the Act by failing to provide him with information as to how fair share fees were calculated, and as to how he could object to the fair share calculation. In its answer to the complaint, the Union denied both factual allegations, as well as the allegation that it had violated the Act. However, at hearing, the Union admitted all allegations in the complaint, and the parties stipulated that the appropriate remedy was for the Union to refund fair share fees paid by the Charging Party. Also at hearing, the Charging Party moved for sanctions based on the Union's answer denying the allegations in the complaint, and the parties agreed to brief the sanctions issue for decision. The ALJ found sanctions appropriate with respect to the Union's denials of the allegations of fact because, at the time the Union filed its answer, it knew the denials were false, and it made the denials without reasonable cause. However, citing established Board precedent, the ALJ denied the Charging Party's motion for sanctions based on the Union's denial of the legal conclusion that the Union had violated the Act. The Board adopted the ALJ's recommended decision, and, by a 2-1 vote, took the further remedial step of ordering the Union to reimburse all fair share payers in the bargaining unit. In a partial dissent, Member Lewis wrote that he would have limited the remedy to reimbursement of the Charging Party, since that was all that Charging Party had requested, and because there was no discussion in the record of the appropriateness of imposing the broader remedy.

**1/31/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation; Employer as Additional Respondent**

In Tony Damarjian and SEIU Local 73, 30 PERI ¶197 (IL LRB-LP 2014) (Case No. L-CB-13-031), Charging Party was a Detention Aide for the Employer, City of Chicago, who was then hired by the Employer's Department of Aviation as a security officer. During his training for the security officer job at the Employer's police academy, Charging Party was dismissed for failing a test that candidates were required to pass in order to graduate from the academy, and he subsequently returned to his Detention Aide job. The Union grieved the Charging Party's dismissal from the academy,

but declined to take the grievance to arbitration. Charging Party then filed a charge alleging that the Union breached its duty of fair representation. The Board upheld the Executive Director's dismissal of the charge for Charging Party's failure to present any evidence that the Union declined to advance the grievance out of any animosity directed at the Charging Party. The Board also rejected Charging Party's argument on appeal that the Employer should have been added as a respondent, finding that Charging Party's only complaint against the Employer was its alleged breach of the CBA, and noting that the Board has no jurisdiction over such claims.

**1/31/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Sharon Washington and AFSCME Council 31, 30 PERI ¶199 (IL LRB-LP 2014) (Case No. L-CB-13-032), the Executive Director dismissed Charging Party's claim that the Union breached its duty of fair representation by failing to "aggressively process" her grievance alleging the Employer's failure to accommodate her medical restrictions. The Board affirmed the Executive Director's dismissal, finding that, even if it were true that the Union was of little or no help to her in this matter, the alleged lack of aggressiveness on the part of the Union would be insufficient to constitute an unfair labor practice. The Board also noted that the Charging Party was in any event competent enough in representing her own interests that she was able to ultimately succeed in resolving the matter with her Employer on her own.

**2/13/2014**

**ILRB State Panel**

**Refusal to Bargain; Deferral**

In City of Elgin and Elgin Association of Firefighters, Local 439, 30 PERI ¶202 (IL LRB-SP 2014) (Case No. S-CB-13-019), a complaint was issued on the Employer's charge alleging that the Union violated Section 10(a)(4) by insisting to impasse on a permissive subject of bargaining – minimum shift staffing. The Union filed a motion to defer with the ALJ under Collyer, arguing that, because the Employer had claimed in a different case that the management rights clause of the CBA gave it the right to reduce staffing, resolution of the question of whether minimum staffing is an inherent managerial right under Central City requires interpretation of the CBA's management rights clause. The Board affirmed the ALJ's denial of the Union's motion to defer, agreeing with the ALJ that the analysis of what constitutes an inherent managerial right under Central City is separate and distinct from the question for an arbitrator - whether the CBA affords the Employer the right to reduce staffing unilaterally - and that deferral was therefore inappropriate because an issue of CBA interpretation did not lie at the center of the unfair labor practice dispute.

**2/14/2014**

**ILRB State Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Ana Campos and AFSCME Council 31, 30 PERI ¶204 (IL LRB-SP 2014) (Case No. S-CB-13-045), the Board upheld the Executive Director's dismissal of the Charging Party's charge alleging that the Union breached its duty of fair representation by failing to obtain from her Employer a reasonable accommodation of her work restrictions following a reorganization by the Employer. The Board agreed with the Executive Director that there was no evidence of animosity or intentional misconduct by the Union, and noted that the union was in fact still pursuing a grievance on Charging Party's behalf seeking to obtain an accommodation of her work restrictions.

**2/28/2014**

**ILRB Local Panel**

**Compliance; Remedy for Breach of Duty of Fair Representation**

In Carmelthia Otis and Chicago Joint Board, Local 200, Retail, Wholesale and Department Store Union, 30 PERI ¶217 (IL LRB-LP 2014) (Case No. L-CB-06-035-C), appeal pending, No. 1-14-0802 (Ill. App. Ct., 1st Dist.), Charging Parties initiated a compliance proceeding seeking to enforce an earlier Board ruling finding that the Union had breached its duty of fair representation in its allocation and distribution to bargaining unit members of \$375,000 it had been awarded by an arbitrator for the Employer's breach of the overtime provisions of the CBA. The Board adopted the ALJ's recommended order directing the Union to recalculate and redistribute the award proceeds in accordance with the precise terms of the order issued by the Board's Compliance Officer.

**2/28/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Ricky Anderson and ATU Local 241, 30 PERI ¶218 (IL LRB-LP 2014) (Case No. L-CB-13-036), Charging Party alleged that the Union breached its duty of fair representation by failing to pursue his grievance alleging the Employer's improper use of non-unit employees to do bargaining unit work. The Board affirmed the Executive Director's dismissal of the charge, agreeing with the Executive Director that there was no evidence that the Union's decision not to advance the grievance was improperly motivated so as to constitute intentional misconduct under the Act.

**3/26/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Failure to Submit Information in Timely Manner**

In Salvatore T. Ziccarelli and Teamsters Local 700, 30 PERI ¶253 (IL LRB-LP 2014) (Case No. L-CB-13-020), appeal dismissed, No. 1-14-1223 (Ill. App. Ct., 1st Dist.), Charging Party alleged that the Union breached its duty of fair representation by conspiring with the Employer to deny him the opportunity to testify at a grievance hearing. The Executive Director had initially dismissed the charge as untimely, but that dismissal was reversed by the Board and remanded for further investigation. During the subsequent re-investigation, the Charging Party's attorney failed to respond to the Board agent's request for information to support an allegation of intentional misconduct by the Union, and the Executive Director therefore again dismissed the charge. In his appeal, Charging Party's attorney claimed he was unable to respond to the Board agent's request because of his involvement in other pending litigation, and requested additional time to provide the requested information. The Board rejected the appeal and affirmed the dismissal, finding that it was incumbent upon the Charging Party's attorney to seek an extension of time to respond prior to the due date set by the Board agent, and that enforcement of the Board rule requiring a charging party to submit all relevant evidence in support of a charge would not in this case be "unreasonable or unnecessarily burdensome" such as to justify the grant of a variance.

**6/12/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Dontay Brassel and Int'l Brotherhood of Teamsters, Local 700, 31 PERI ¶5 (IL LRB-LP 2014) (Case No. L-CB-14-014), Charging Party alleged that the Union breached its duty of fair representation by failing to advance his grievance alleging the Employer violated the collective bargaining agreement by re-bidding shifts and bumping him from his shift. The Board affirmed the Executive Director's dismissal of the charge, finding that the Charging Party had failed to present any evidence of animosity or bias toward the Charging Party, and noting unions' wide discretion in matters of grievance handling.

**6/18/2014**

**ILRB State Panel**

**Executive Director Dismissal – Duty of Fair Representation; Untimely Exceptions**

In Mary Levy and SEIU Local 73, 31 PERI ¶11 (IL LRB-SP 2014) (Case No. S-CB-13-041 and S-CB-14-017), Charging Party filed two charges against the Union alleging that the Union was engaged in a campaign to force her from her position so it could choose her replacement. The second charge also complained of the Union's failure to pursue a grievance on her behalf with respect to alleged hostile treatment from her co-workers. The genesis of both charges was the Union's pursuit of a grievance with the Employer alleging that the Employer violated the collective bargaining agreement when it hired Charging Party, rather than promoting a more senior bargaining unit employee. The Union's grievance was denied in arbitration. The Union also filed an unfair labor practice charge against the Employer alleging that the more senior employee was bypassed for the promotion in retaliation for her union activity. The Executive Director dismissed the first charge on June 13, 2013, and the second on April 21, 2014. The Charging Party filed a single appeal of both dismissals on April 30, 2014. The Board declined to address Charging Party's appeal of the first dismissal because it was not timely filed, and affirmed the Executive Director's dismissal of the second charge on the grounds that (1) it was not timely filed with respect to the Union's grievance on behalf of the more senior employee; and (2) the allegation that the Union breached its duty of fair representation by failing to file a grievance on Charging Party's behalf, regarding the alleged mistreatment by coworkers, was unsupported by any showing that she had ever requested that the Union file such a grievance.



**6/20/2014**

**ILRB State Panel**

**Executive Director Dismissal – Duty of Fair Representation**

In Larrese Bennett and AFSCME Council 31, 31 PERI ¶12 (IL LRB-SP 2014) (Case No. S-CB-14-010), the Union grieved Charging Party's discharge, and then, prior to arbitration, negotiated with the Employer a settlement agreement, which Charging Party signed, whereby the Charging Party was allowed to resign voluntarily in lieu of discharge, in exchange for the withdrawal of the grievance. Charging Party subsequently filed this charge, alleging that the Union breached its duty of fair representation by withdrawing his discharge grievance. The Board affirmed the Executive Director's dismissal of the charge, agreeing with the Executive Director that Charging Party failed to offer any evidence that the Union took any action with respect to Charging Party based on personal animus or any retaliatory motive.

**Fair Share Cases**

**1/31/2014**

**ILRB Local Panel**

**Sanctions; Remedy for Failing to Provide Fair Share Information**

In Shawn Hallinan and Fraternal Order of Police, Lodge 7, 30 PERI ¶196 (IL LRB-LP 2014) (Case No. L-CB-13-002), a complaint was issued on Charging Party's allegations that the Union violated Section 10(b)(1) of the Act by failing to provide him with information as to how fair share fees were calculated, and as to how he could object to the fair share calculation. In its answer to the complaint, the Union denied both factual allegations, as well as the allegation that it had violated the Act. However, at hearing, the Union admitted all allegations in the complaint, and the parties stipulated that the appropriate remedy was for the Union to refund fair share fees paid by the Charging Party. Also at hearing, the Charging Party moved for sanctions based on the Union's answer denying the allegations in the complaint, and the parties agreed to brief the sanctions issue for decision. The ALJ found sanctions appropriate with respect to the Union's denials of the allegations of fact because, at the time the Union filed its answer, it knew the denials were false, and it made the denials without reasonable cause. However, citing established Board precedent, the ALJ denied the Charging Party's motion for sanctions based on the Union's denial of the legal conclusion that the Union had violated the Act. The Board adopted the ALJ's recommended decision, and, by a 2-1 vote, took the further remedial step of ordering the Union to reimburse all fair share payers in the bargaining unit. In a partial dissent, Member Lewis wrote that he would have limited the remedy to reimbursement of the Charging Party, since that was all that Charging Party had requested, and because there was no discussion in the record of the appropriateness of imposing the broader remedy.

**5/6/2014**

**ILLINOIS APPELLATE COURT 4TH DISTRICT OPINION**

**Fair Share Fees; Right of Non-Association Based on Religious Beliefs**

In a decision on a consolidated appeal in Trygg v. Ill. Labor Relations Bd., 2014 IL App (4th) 130505, 30 PERI ¶279, the Fourth District Appellate Court reversed and remanded the Board's decisions in Bryan K. Trygg and Teamsters Local 916, 29 PERI ¶184 (IL LRB-SP 2013) (Case No. S-CB-10-024) and Bryan K. Trygg and State of Illinois, Department of Central Management Services, 29 PERI ¶185 (IL LRB-SP 2013) (Case No. S-CA-10-092). These cases involved separate charges filed by Charging Party against the Employer and the Union, each alleging the respondent's failure to safeguard his right of non-association based upon religious beliefs as provided in Section 6(g) of the Act. Section 6(g) allows an employee to pay to a nonreligious charity instead of his union an amount equal to his fair share fee assessment, where said election is based upon "bona fide religious tenets or teachings of a church or religious body" of which the employee is a member. In both cases, Charging Party argued that the respondents violated the Act by failing to provide him with notice of his right of non-association, and by failing to respond to his invocation of this right. The charge against the Employer also complained of its processing of a fair share fee deduction from his pay and payment of the fee to the Union, and the charge against the Union complained of its acceptance of the fair share fee payment. The Board upheld the Acting Executive Director's dismissal of both charges on the ground that there is nothing in the Act which requires an employer or a labor organization to provide notice of Section 6(g) rights to employees. In dismissing the charge against the Union, the Board also affirmed the Acting Executive Director's determination that Charging Party's asserted religious beliefs were no more than personal predisposition, and therefore insufficient under Section 6(g). In reversing the Board, the Court agreed with Charging Party's argument that the collective bargaining agreement between the Employer and the Union violated Section 6(g) because it contained neither any reference to the right of non-association nor any procedures consistent with the requirements of Section 6(g). The Court remanded the matter to the Board for issuance of a complaint for hearing to determine whether this violation of

Section 6(g) constituted, or resulted in, unfair labor practices under Section 10 of the Act. The Court also held that Charging Party's fair share fees should have been held in escrow pending resolution of his claim for non-association under Section 6(g), a point conceded by the Employer and the Union on appeal.

**6/30/2014**

## **U.S. SUPREME COURT OPINION**

### **Fair Share**

In Harris v. Quinn, 134 S. Ct. 2618, \_\_\_ U.S. \_\_\_ (2014), a 5-4 majority of the U.S. Supreme Court ruled that individuals employed as home healthcare personal assistants, working under the direction and control of home-bound individuals who hire them under a Medicaid-funded State of Illinois program, cannot be required to pay fair share fees to the union representing them. The Court held that such compelled payments, authorized under Section 6(e) of the Act, violate the personal assistants' First Amendment rights. In so holding, the Court reversed the Seventh Circuit, which had found the State of Illinois to be a joint employer of the personal assistants, and concluded that the Court's 1977 opinion in Abood v. Detroit Bd. Of Ed., 431 U.S. 209 (1977), was therefore controlling. In Abood, the Court had decided that, in the interest of preventing public employees from enjoying a "free ride" with respect to union representation, and in recognition of unions' legal obligation to fairly represent non-members and members alike, an agreement between a public employer and a union requiring non-member employees to pay properly chargeable fair share fees does not offend the First Amendment. In Harris, the Court found Abood inapplicable, based on its determination that the personal assistants are not "full-fledged" public employees, because they are "almost entirely answerable to the customers and not to the State." In declining to apply Abood, the majority also pointed to what it characterized as Abood's "questionable foundations," and, in particular, what it saw as the failure of Abood to appreciate the extent to which such core employment matters as wages, pensions and benefits are, in the public sector, "important political issues." The Harris majority concluded that requiring personal assistants to pay fair share fees amounted to compelled subsidization of speech in violation of the First Amendment. The four dissenting justices saw no reason that Abood should not control the outcome in Harris, given the State's role as a joint employer of the personal assistants. While endorsing the majority's election to refrain from overruling Abood outright, the dissenting opinion criticized the majority for taking what the dissenters deemed to be gratuitous "potshots" at Abood.

### **Procedural Issue Cases**

**7/19/2013**

## **ILRB Local Panel**

### **Executive Director Dismissal Reversed – Timeliness**

In Salvatore T. Ziccarrelli and Teamsters Local 700, 30 PERI ¶122 (IL LRB-LP 2013) (Case No. L-CB-13-020), the Charging Party alleged that the Union violated Section 10(b)(1) by conspiring with the Employer to deny Charging Party the opportunity to testify at a grievance hearing. The Executive Director dismissed the charge, finding that, because the Charging Party had knowledge of the alleged misconduct as of May 22, 2012, the charge should have been filed no later than November 22, 2012, and the November 26, 2012 filing was therefore untimely. The Board reversed the Executive Director's dismissal and remanded the matter for further investigation, agreeing with the Charging Party that, because November 22, 2012 was the Thanksgiving holiday, under Section 1200.30(a) of the Board's rules, the deadline for filing the charge automatically extended to the next business day, which was November 26, 2012, the date the charge was filed. The Board also reasoned that it would be appropriate in this case to grant a variance from its rule requiring proof of service on Respondent, even though Charging Party did not provide such proof of service, inasmuch as there was no dispute that Respondent was in fact served with the charge.

**10/18/2013**

## **ILLINOIS SUPREME COURT DECISION**

### **Jurisdiction**

In Board of Education of Peoria School District 150 v. Peoria Federation of Support Staff, Security/Policemen's Benevolent and Protective Association Unit 114, 2013 IL 114853, 30 PERI ¶31, the Peoria School District filed a complaint for declaratory judgment challenging the constitutionality of Public Act 96-1257, which went into effect in 2010, and amended the Illinois Public Labor Relations Act by adding peace officers employed directly by school districts to the definition of "public employee," thereby transferring jurisdiction over such employees from the Illinois Educational Labor Relations Board to the Illinois Labor Relations Board. The practical effect of this change was to subject these school district peace officers to the same prohibition on strikes, and afford them the same right to interest

arbitration, as other peace officers covered under the IPLRA. Significantly, the legislation was limited in applicability to only those school districts that employed their own peace officers as of the effective date of the law. The basis for the Peoria School District's challenge was its claim that Public Act 96-1257 was special legislation intended to apply only to the school district in Peoria. The Peoria School District's complaint was filed shortly after the Union filed a petition with the ILRB to be certified as the representative of the District's security and police officers, the same unit it had represented for years under a certification issued by the Illinois Educational Labor Relations Board. The circuit court dismissed the complaint, and the Peoria School District appealed. In 2012 IL App (4th) 110875, 29 PERI ¶19, the Fourth District reversed and remanded for further consideration, finding that the complaint stated a claim sufficient to survive the motion to dismiss, and rejecting the argument raised by the ILRB and IELRB that the School District failed to exhaust its administrative remedies when it filed its complaint before the ILRB had made a final determination as to whether the Union should be certified as the representative of the District's security and police employees. The Supreme Court affirmed the Fourth District's reversal of the circuit court's ruling, but went further and held the law to be unconstitutional special legislation, finding no basis for restricting the applicability of the law to school districts employing their own peace officers on the effective date of the legislation, instead of making the law more generally applicable to include school districts that may in the future employ their own peace officers. In a concurring opinion, Chief Justice Kilbride took care to emphasize that the circuit court's exercise of jurisdiction was proper only under the unique circumstances presented in this case, and that the ILRB and IELRB otherwise have exclusive jurisdiction to hear disputes that fall within their respective statutory schemes.

**10/23/2013**

**ILRB State Panel**

**Executive Director Dismissal – Retaliation; Failure to Reinstate Charge Following Deferral**

In Metropolitan Alliance of Police, Orland Park Police Chapter No. 159 and Village of Orland Park, 30 PERI ¶114 (IL LRB-SP 2013) (Case No. S-CA-10-167), appeal pending, No. 1-13-3635 (Ill. App. Ct., 1st Dist.), the Union filed a charge alleging that the Employer issued a series of disciplinary actions against a bargaining unit employee, Joseph McGreal, in retaliation for his Union activity. On July 22, 2010, the Executive Director deferred the charge to the parties' grievance/arbitration process. The Executive Director's deferral order stated that the charge was subject to dismissal if, within 15 days of the completion of the arbitration hearing, neither party submitted a request to the Board to proceed with the charge. On November 14, 2012, an arbitrator issued an award denying the Union's grievances. No request to proceed with the charge was ever filed with the Board, and the Executive Director accordingly dismissed the charge on July 18, 2013. Neither the Union nor the Employer appealed the dismissal; however, McGreal did file a timely appeal. The Board upheld the Executive Director's dismissal based on the absence of any request to proceed with the charge following the completion of the arbitration process.

**11/8/2013**

**ILLINOS APPELLATE COURT 3RD DISTRICT OPINION**

**Interest Arbitration; Security Employees**

In Metropolitan Alliance of Police, River Valley Detention Center, Chapter 228 v. Ill. Labor Relations Bd., 2013 IL App (3d) 120308, 30 PERI ¶119, the Third District Appellate Court affirmed the Board's adoption of the ALJ's recommended dismissal of the Union's charge in Metropolitan Alliance of Police, Chapter #228 and Chief Judge of the 12<sup>th</sup> Judicial Circuit (River Valley Juvenile Detention Center), 28 PERI ¶137 (IL LRB-SP 2012) (Case No. S-CA-11-055). The Union's charge alleged that the Employer violated Section 10(a)(4) by refusing to cooperate in the selection of an interest arbitrator pursuant to Section 14 of the Act. The Court agreed with the ALJ's reasoning in concluding that the charge was properly dismissed on the ground that the subject bargaining unit employees, all of whom work at the River Valley Juvenile Detention Center, are not entitled to interest arbitration because they are not "security employees" within the meaning of Section 3(p) of the Act, since the RVJDC is not a "correctional facility" within the meaning of that same section.

**11/15/2013**

**ILRB Local Panel**

**Executive Director Dismissal - Timeliness**

In Fraternal Order of Police, Lodge 7 and City of Chicago, 30 PERI ¶126 (IL LRB-LP 2013) (Case No. L-CA-13-052), appeal pending, No. 1-13-3683 (Ill. App. Ct., 1st Dist.), the Union and the Employer were parties to a collective bargaining agreement that expired on June 30, 2012. Under the terms of the CBA, if either party failed to give notice of termination of the CBA to the other party between February 1 and March 1, 2012, the CBA would continue in effect

from year to year. On March 20, 2012, the Union sent the Employer a notice seeking to terminate the CBA. On March 27, 2012, the Employer responded with a letter declaring, among other things, that the notice was not a proper notice to terminate the CBA, but that the Employer would nevertheless be willing to commence negotiations with the union for a new CBA without waiving any of its prerogatives arising from the Union's failure to give proper and timely notice of termination of the CBA, and without waiving its position that the current CBA would continue in full force and effect until June 30, 2013. In addition, in an October 3, 2012 response to Union proposals during the course of subsequent negotiations, the City reasserted its position that the Union had not given proper notice of termination of the CBA, and also stated that any changes in the new CBA would not predate July 1, 2013. On August 22, 2013, the Union filed a charge alleging that the Employer violated Section 10(a)(4) by refusing to bargain in good faith over the terms of a CBA to be effective July 1, 2012. The Board affirmed the Executive Director's dismissal of the charge on timeliness grounds, concluding that the Union should reasonably have known the facts giving rise to its charge at the time it received the Employer's initial, March 27, 2012 letter stating its position that the Union's termination notice was not proper and timely, because the letter unambiguously conveyed the City's position that it had no obligation to bargain over a July 1, 2012 – June 30, 2013 contract year. The Board also determined that the Employer's subsequent conduct in engaging in negotiations did not toll the time period for filing the charge, because the Employer never wavered from its initial position that it had no duty to bargain over a July 1, 2012 – June 30, 2013 contract year.

**1/31/2014**

**ILRB Local Panel**

**Sanctions; Remedy for Failing to Provide Fair Share Information**

In Shawn Hallinan and Fraternal Order of Police, Lodge 7, 30 PERI ¶196 (IL LRB-LP 2014) (Case No. L-CB-13-002), a complaint was issued on Charging Party's allegations that the Union violated Section 10(b)(1) of the Act by failing to provide him with information as to how fair share fees were calculated, and as to how he could object to the fair share calculation. In its answer to the complaint, the Union denied both factual allegations, as well as the allegation that it had violated the Act. However, at hearing, the Union admitted all allegations in the complaint, and the parties stipulated that the appropriate remedy was for the Union to refund fair share fees paid by the Charging Party. Also at hearing, the Charging Party moved for sanctions based on the Union's answer denying the allegations in the complaint, and the parties agreed to brief the sanctions issue for decision. The ALJ found sanctions appropriate with respect to the Union's denials of the allegations of fact because, at the time the Union filed its answer, it knew the denials were false, and it made the denials without reasonable cause. However, citing established Board precedent, the ALJ denied the Charging Party's motion for sanctions based on the Union's denial of the legal conclusion that the Union had violated the Act. The Board adopted the ALJ's recommended decision, and, by a 2-1 vote, took the further remedial step of ordering the Union to reimburse all fair share payers in the bargaining unit. In a partial dissent, Member Lewis wrote that he would have limited the remedy to reimbursement of the Charging Party, since that was all that Charging Party had requested, and because there was no discussion in the record of the appropriateness of imposing the broader remedy.

**3/26/2014**

**ILRB Local Panel**

**Executive Director Dismissal – Failure to Submit Information in Timely Manner**

In Salvatore T. Zicarelli and Teamsters Local 700, 30 PERI ¶253 (IL LRB-LP 2014) (Case No. L-CB-13-020), appeal dismissed, No. 1-14-1223 (Ill. App. Ct., 1st Dist.), Charging Party alleged that the Union breached its duty of fair representation by conspiring with the Employer to deny him the opportunity to testify at a grievance hearing. The Executive Director had initially dismissed the charge as untimely, but that dismissal was reversed by the Board and remanded for further investigation. During the subsequent re-investigation, the Charging Party's attorney failed to respond to the Board agent's request for information to support an allegation of intentional misconduct by the Union, and the Executive Director therefore again dismissed the charge. In his appeal, Charging Party's attorney claimed he was unable to respond to the Board agent's request because of his involvement in other pending litigation, and requested additional time to provide the requested information. The Board rejected the appeal and affirmed the dismissal, finding that it was incumbent upon the Charging Party's attorney to seek an extension of time to respond prior to the due date set by the Board agent, and that enforcement of the Board rule requiring a charging party to submit all relevant evidence in support of a charge would not in this case be "unreasonable or unnecessarily burdensome" such as to justify the grant of a variance.

**4/8/2014**

**ILRB State Panel**

**Unit Clarification; Exclusion Based on Change in Law**

In Illinois Office of the Comptroller and Int'l Union of Operating Engineers Local 965, 30 PERI ¶282 (IL LRB-SP 2014) (Case No. S-UC-13-044), appeal pending, No. 1-13-3636 (Ill. App. Ct., 1st Dist.), the Employer filed a unit clarification petition to remove from existing bargaining units represented by the Union employees holding the title of Public Service Administrator. The petition was filed following the enactment of Public Act 97-1172 effective April 5, 2013, which amended the Act to, among other things, exclude from the definition of “public employee” certain categories of employees of State agencies – including, specifically, the subject PSAs employed by the Comptroller’s Office. The Board affirmed the ALJ’s recommended order excluding the Comptroller’s PSAs, agreeing with the ALJ that the unit clarification was appropriately filed under the Board’s rules based on the “significant change in law” affecting the employees’ bargaining rights occasioned by the amendment to the Act, and rejecting the Union’s argument that the exclusion improperly impinged on the employees’ rights to continued coverage under the existing collective bargaining agreements between the Union and the Employer. In particular, the Board noted its well-established authority to remove positions from collective bargaining units pursuant to the Board’s rules, and the absence of any statutory or case law to support the Union’s argument that the Board’s authority to remove these employees, because they are no longer “public employees” under the Act, was in any way undermined by the fact of their coverage under existing collective bargaining agreements. The Board’s decision also specified that the effective date of the employees’ removal would be the date of the Executive Director’s certification of exclusion pursuant to the Board’s decision.

**5/13/2014**

**ILLINOIS APPELLATE COURT 4TH DISTRICT ORDER**

**New Petition for Excluded Positions; Denial of Hearing**

In a non-precedential decision in International Association of Machinists and Aerospace Workers, District 8 v. Ill. Labor Relations Bd., 2014 IL App (4th) 130126-U, 30 PERI ¶293, the Fourth District Appellate Court affirmed the Board’s dismissal of the Union’s majority interest petition in International Association of Machinists and Aerospace Workers, District 8 and State of Illinois, CMS (Department of Human Services), 29 PERI ¶122 (IL LRB-SP 2013) (Case No. S-RC-12-109). The Union’s petition sought to represent a unit of Public Service Administrators who had recently been the subject of petitions filed by AFSCME, and found by the Board in 2010 and 2011 to be supervisory, managerial or confidential. The Board affirmed the ALJ’s dismissal of the Union’s petition based on the Union’s failure to respond to the ALJ’s directive to provide information regarding any changes in the employees’ job duties, and why the Union should not be bound by the Board’s prior rulings finding the employees to be excluded under the Act. The Court rejected the Union’s argument on appeal that it was unfairly denied a hearing, citing the Union’s failure to respond to the ALJ’s request for information that would warrant holding a hearing, and concluding that the Board’s decision to proceed without a hearing was not clearly erroneous. The Court similarly found that, by failing to respond to the ALJ’s request for information, the Union forfeited any right to challenge on appeal the Board’s substantive determination, based on its prior decisions, that the petitioned-for positions were excluded from collective bargaining under the Act.

**6/18/2014**

**ILRB State Panel**

**Executive Director Dismissal – Duty of Fair Representation; Untimely Exceptions**

In Mary Levy and SEIU Local 73, 31 PERI ¶11 (IL LRB-SP 2014) (Case No. S-CB-13-041 and S-CB-14-017), Charging Party filed two charges against the Union alleging that the Union was engaged in a campaign to force her from her position so it could choose her replacement. The second charge also complained of the Union’s failure to pursue a grievance on her behalf with respect to alleged hostile treatment from her co-workers. The genesis of both charges was the Union’s pursuit of a grievance with the Employer alleging that the Employer violated the collective bargaining agreement when it hired Charging Party, rather than promoting a more senior bargaining unit employee. The Union’s grievance was denied in arbitration. The Union also filed an unfair labor practice charge against the Employer alleging that the more senior employee was bypassed for the promotion in retaliation for her union activity. The Executive Director dismissed the first charge on June 13, 2013, and the second on April 21, 2014. The Charging Party filed a single appeal of both dismissals on April 30, 2014. The Board declined to address Charging Party’s appeal of the first dismissal because it was not timely filed, and affirmed the Executive Director’s dismissal of the second charge on the grounds that (1) it was not timely filed with respect to the Union’s grievance on behalf of the more senior employee; and (2) the allegation that the Union breached its duty of fair representation by failing to file a grievance on Charging Party’s

behalf, regarding the alleged mistreatment by coworkers, was unsupported by any showing that she had ever requested that the Union file such a grievance.

**6/23/2014**

**ILRB State Panel**

**Executive Director Dismissal – Timeliness**

In John Blomenkamp and Policemen’s Benevolent and Protective Association, 31 PERI ¶13 (IL LRB-SP 2014) (Case No. S-CB-14-012) and Steven Burrows and Policemen’s Benevolent and Protective Association, 31 PERI ¶14 (IL LRB-SP 2014) (Case No. S-CB-14-014), the Charging Parties filed separate but identical charges, each alleging that the Union breached its duty of fair representation by advising Charging Parties not to attend a pre-termination due process hearing held by the Employer, and by refusing to provide or pay for Charging Parties’ legal representation at the subsequent arbitration hearing on their termination grievances. The Board affirmed the Executive Director’s dismissal of both charges on timeliness grounds. With respect to the first claim, the Board agreed with the Executive Director that the six-month time limit for filing began to run when the Charging Parties received the Union attorney’s advice not to attend the pre-termination hearing, and rejected Charging Parties’ argument that they did not reasonably have knowledge of their claim until they received the arbitration award denying their grievances. The Board ruled that it was the conduct complained of – the attorney’s advice – that gave rise to the claim, and not the later realization of the consequences of the conduct when the arbitrator’s award was received. The Board also noted that, in any event, the Charging Parties’ decision to waive their pre-termination hearings was a non-factor in the arbitrator’s decision. Regarding the second claim, the Board found that, more than six months before the charges were filed, the Charging Parties had been put on express, written notice by the Union’s attorney that, if they insisted on being represented by their own personal attorneys at the arbitration hearing – as they ultimately did – the Union would not represent them in the arbitration proceeding. The Board therefore found this claim to be time-barred, as well.

**Strike Investigation Case**

**11/19/2013**

**ILRB State Panel**

**Strike Investigation**

In County of Will and AFSCME Council 31, 30 PERI ¶143 (IL LRB-SP 2013) (Case No. S-SI-14-001), the Employer filed a petition for strike investigation, alleging that a strike called by the Union posed a clear and present danger to the health and safety of the public with respect to certain bargaining unit positions covered by the strike which the Employer claimed provided essential services. Following an expedited evidentiary hearing before the Board and an ALJ, the Board found that, in order to avert a clear and present danger to the public health and safety, the Employer could require the services of the following unit employees during the strike: one Deputy Coroner per 24-hour shift; three Telecommunicators per shift; the Electrician at the Adult Detention Facility; in the event of an emergency only, the Locksmith at the Adult Detention Facility; two Sanitarians responsible for food inspections to prevent the spread of food-borne illnesses; and two Communicable Disease Investigators. The Board rejected the Employer’s arguments that a clear and present danger would be posed by allowing its Administrative Correctional Clerks, Vital Records Technician, HVAC Technician, and Plumbers to strike.

**Gubernatorial Designation for Exclusion Cases (DE)**

**FOR ALL CASES ILRB - State Panel**

**Petitioner - State of Illinois, Department of Central Management Services**

**Labor Organization-Objector - AFSCME Council 31**

**A. Authority to Designate Under Section 6.1**

**10/15/2013**

S-DE-14-047, -083, -086 (Illinois Commerce Commission, Workers’ Compensation Commission, Pollution Control Board); 30 PERI ¶83, appeal pending, Nos. 4-14-1022, 4-14-1023 & 4-14-1024 (Ill. App. Ct., 4th Dist.)

**11/15/2013**

S-DE-14-092, -093, -094 (Pollution Control Board and various agencies); 30 PERI ¶124, appeal pending, No. 1-13-3866 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-128 (Workers' Compensation Commission); 30 PERI ¶171, appeal pending, No. 1-14-0388 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-152 (Illinois Commerce Commission) 30 PERI ¶292, appeal pending, No. 1-14-0941 (Ill. App. Ct., 1st Dist.)

**4/4/2014**

S-DE-14-209 (Illinois Commerce Commission); 30 PERI ¶261, appeal pending, No. 1-14-1232 (Ill. App. Ct., 1st Dist.)

**5/19/2014**

S-DE-14-233 (Pollution Control Board); 30 PERI ¶309, appeal pending, No. 1-14-1550 (Ill. App. Ct., 1st Dist.)

**B. Senior Public Service Administrator Exclusion - Section 6.1(b)(2)****10/7/2013**

S-DE-14-005, -008, -009, -010, -017, -021, -026, -028, -030, -031, -032, -034, -039, -040, -041, -042, -043, -044, -045 (various agencies) (additional objectors Bell, Krebs, Gibbs, Johnson, Haugh-Stover); 30 PERI ¶80, appeal pending, No. 1-13-3454 (Ill. App. Ct., 1st Dist.)

**10/8/2013**

S-DE-14-029 (Children and Family Services); 30 PERI ¶123

**11/20/2013**

S-DE-14-101, -102, -103, -104, -105, -106, -110 (various agencies) (additional objectors Hattemer, McIntyre, Webb and Woloshyn); 30 PERI ¶128, appeal pending, No. 1-13-3910 (Ill. App. Ct., 1st Dist.)

**11/27/2013**

S-DE-14-109, -112 (Healthcare and Family Services and Illinois Environmental Protection Agency); 30 PERI ¶148, appeal pending, No. 1-13-3908 (Ill. App. Ct., 1st Dist.)

**3/25/2014**

S-DE-14-200 (Commerce and Economic Opportunity) (additional objector Logan); 30 PERI ¶251, appeal pending, No. 1-14-104 (Ill. App. Ct., 1st Dist.)

**5/20/2014**

S-DE-14-239 (Public Health) (additional objectors Dizikes, Nawrocki and Weidenburner); 30 PERI ¶314, appeal pending, No. 1-14-1554 (Ill. App. Ct., 1st Dist.)

**C. Agency Chief Fiscal Officer Exclusion - Section 6.1(b)(2)****3/25/2014**

S-DE-14-196 (Property Tax Appeal Board); 30 PERI ¶248, appeal pending, No. 1-14-1107 (Ill. App. Ct., 1st Dist.)

**5/19/2014**

S-DE-14-233 (Pollution Control Board); 30 PERI ¶309, appeal pending, No. 1-14-1550 (Ill. App. Ct., 1st Dist.)

**D. Rutan-Exempt/Personnel Code-Exempt Exclusion - Section 6.1(b)(3)**

**10/15/2013**

S-DE-14-046 (various agencies) (additional objector Martin); 30 PERI ¶82

**11/15/2013**

S-DE-14-095, -098, -099 (various agencies) (additional objectors Brody, Caro, Hadad, Penesis, Perna, Sutherland); 30 PERI ¶125, appeal pending, No. 1-13-3909 (Ill. App. Ct., 1st Dist.)

**11/15/2013**

S-DE-14-092, -093, -094 (Pollution Control Board and various agencies); 30 PERI ¶124, appeal pending, No. 1-13-3866 (Ill. App. Ct., 1st Dist.)

**12/30/2013**

S-DE-14-114 (Capital Development Board); 30 PERI ¶232, appeal pending, No. 1-14-0277 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-152 (Illinois Commerce Commission) 30 PERI ¶292, appeal pending, No. 1-14-0941 (Ill. App. Ct., 1st Dist.)

**4/4/2014**

S-DE-14-209 (Illinois Commerce Commission); 30 PERI ¶261, appeal pending, No. 1-14-1232 (Ill. App. Ct., 1st Dist.)

**E. Significant and Independent Discretionary Authority - Section 6.1(b)(5)**

**10/21/2013**

S-DE-14-050 (Agriculture); 30 PERI ¶84, appeal pending, No. 1-13-3598 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-051 (Central Management Services) (additional objector Scronce); 30 PERI ¶85, appeal pending, No. 1-13-3604 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-053 (Commerce and Economic Opportunity); 30 PERI ¶86

**10/21/2013**

S-DE-14-055 (Corrections) (additional objectors Miller, Lindorff and Fuqua); 30 PERI ¶102, appeal pending, No. 4-13-1025 (Ill. App. Ct., 4th Dist.)

**10/21/2013**

S-DE-14-057 (Human Services) (additional objectors Dawson and Evans); 30 PERI ¶103, appeal pending, No. 1-13-3602 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-058 (Human Services); 30 PERI ¶104, appeal pending, No. 1-13-3550 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-061 (Emergency Management Agency) (additional objector Dragoo); 30 PERI ¶105

**10/21/2013**

S-DE-14-063 (Emergency Management Agency); 30 PERI ¶106, appeal pending, No. 1-13-3599 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-065 (Employment Security) (additional objectors Kiolbasa and Crossland); 30 PERI ¶107, appeal pending, No. 1-13-3603 (Ill. App. Ct., 1st Dist.)



**10/21/2013**

S-DE-14-066 (Employment Security); 30 PERI ¶108

**10/21/2013**

S-DE-14-074 (Illinois State Police); 30 PERI ¶109, appeal pending, No. 1-13-3600 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-081 (Revenue); 30 PERI ¶110, appeal pending, No. 1-13-3601 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-082 (Veterans' Affairs) (additional objectors Ewing, McPherson and Stam); 30 PERI ¶111, appeal pending, No. 1-13-3618 (Ill. App. Ct., 1st Dist.)

**10/21/2013**

S-DE-14-084 (Natural Resources); 30 PERI ¶112

**10/21/2013**

S-DE-14-089 (Healthcare and Family Services); 30 PERI ¶113, appeal pending, No. 1-13-3605 (Ill. App. Ct., 1st Dist.)

**11/27/2013**

S-DE-14-111 (Public Health); 30 PERI ¶149, appeal pending, No. 1-13-391 (Ill. App. Ct., 1st Dist.)

**1/7/2014**

S-DE-14-115 (Capital Development Board) (additional objectors Burke, DeGroot, Hagle, Rolando, Trotter and Turner); 30 PERI ¶163, appeal pending, No. 1-14-0276 (Ill. App. Ct., 1st Dist.)

**1/7/2014**

S-DE-14-116 (Capital Development Board); 30 PERI ¶164, appeal pending, No. 1-14-0348 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-117 (Military Affairs); 30 PERI ¶165, appeal pending, No. 1-14-0385 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-120 (Transportation); 30 PERI ¶166, appeal pending, No. 1-14-0384 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-121 (Illinois Gaming Board); 30 PERI ¶167, appeal pending, No. 1-14-0278 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-122, -123, -124 (Employment Security) (additional objectors Cloud, Wilson, Okleshen, Crivens, Brown, Coleman, Curry, Hawkins-Davis, Chung, Winfrey and Almousa); 30 PERI ¶168, appeal pending, No. 1-14-0386 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-125 (Illinois Council on Developmental Disabilities) (additional objectors Harkness and Harrison); 30 PERI ¶169, appeal pending, No. 1-14-0383 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-127 (Illinois Criminal Justice Information Authority); 30 PERI ¶170, appeal pending, No. 1-14-0387 (Ill. App. Ct., 1st Dist.)

**1/13/2014**

S-DE-14-128 (Workers' Compensation Commission); 30 PERI ¶171, appeal pending, No. 1-14-0388 (Ill. App. Ct., 1st Dist.)

**1/14/2014**

S-DE-14-126 (Aging) (additional objectors Rohrer and Creamer); 30 PERI ¶177

**1/16/2014**

S-DE-14-129 (Guardianship and Advocacy Commission); 30 PERI ¶181, appeal pending, No. 1-14-0408 (Ill. App. Ct., 1st Dist.)

**1/22/2014**

S-DE-14-131 (State Fire Marshal); 30 PERI ¶189, appeal pending, No. 1-14-0464 (Ill. App. Ct., 1st Dist.)

**1/22/2014**

S-DE-14-132 (Agriculture) (additional objectors Hamilton and Dowson); 30 PERI ¶190, appeal pending, No. 1-14-0465 (Ill. App. Ct., 1st Dist.)

**1/22/2014**

S-DE-14-134, -135, -136 (Emergency Management Agency); 30 PERI ¶191, appeal pending, No. 1-14-0466 (Ill. App. Ct., 1st Dist.)

**1/22/2014**

S-DE-14-137 (Insurance) (additional objectors Petersen and Teer); 30 PERI ¶192, appeal pending, No. 1-14-0467 (Ill. App. Ct., 1st Dist.)

**1/22/2014**

S-DE-14-138 (Insurance); 30 PERI ¶193, appeal pending, No. 1-14-0468 (Ill. App. Ct., 1st Dist.)

**1/22/2014**

S-DE-14-140, -141, -142 (Natural Resources) (additional objectors Everett and Buskirk); 30 PERI ¶183, appeal pending, No. 1-14-0469 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-144, -145 (Natural Resources) (additional objectors Everett and Buskirk); 30 PERI ¶221, appeal pending, No. 1-14-0942 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-146 (Central Management Services) (additional objectors Jefferies and Green); 30 PERI ¶222, appeal pending, No. 1-14-0939 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-150, -151 (Guardianship and Advocacy Commission) (additional objectors Burnet, Butler and Creighton); 30 PERI ¶223, appeal pending, No. 1-14-0940 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-155, -156, -157 (Historic Preservation Agency) (additional objectors Funkenbusch, Cherrier, White, Fisher, Brackney and Thorpe); 30 PERI ¶224, appeal pending, No. 1-14-0944 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-158 (Illinois Racing Board); PERI ¶, appeal pending, No. 1-14-0943 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-159, -160 (Public Health); 30 PERI ¶225, appeal pending, No. 1-14-0947 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-161 (Human Services); 30 PERI ¶226, appeal pending, No. 1-14-0946 (Ill. App. Ct., 1st Dist.)

**3/10/2014**

S-DE-14-164, -165, -166 (Children and Family Services) (additional objectors Cimarossa, Mills, House, Oates, Thompson, Curtis, Gansz, Larson, Libbra, Marques, Milward and Meadows); 30 PERI ¶227, appeal pending, No. 1-14-0945 (Ill. App. Ct., 1st Dist.)

**3/14/2014**

S-DE-14-162 (Financial and Professional Regulation) (additional objectors Campuzano and Illg); 30 PERI ¶235, appeal pending, No. 1-14-1024 (Ill. App. Ct., 1st Dist.)

**3/14/2014**

S-DE-14-163 (Financial and Professional Regulation); 30 PERI ¶236, appeal pending, No. 1-14-1025 (Ill. App. Ct., 1st Dist.)

**3/17/2014**

S-DE-14-168 (Children and Family Services) (additional objector Clark); 30 PERI ¶237, appeal pending, No. 1-14-1028 (Ill. App. Ct., 1st Dist.)

**3/17/2014**

S-DE-14-169 (Children and Family Services) (additional objectors Anderson, Brisbon, Buhl, Byers, Cleveland, Davlantis, Eddings, Long, Moore and Smith); 30 PERI ¶238, appeal pending, No. 1-14-1032 (Ill. App. Ct., 1st Dist.)

**3/17/2014**

S-DE-14-170, -171, -172, -173, -175 (Healthcare and Family Services) (additional objectors Bond, Canas, Wiggins, Barger and Rogers); 30 PERI ¶239, appeal pending, No. 1-14-1027 (Ill. App. Ct., 1st Dist.)

**3/17/2014**

S-DE-14-176, -177 (Illinois State Police); 30 PERI ¶244, appeal pending, No. 1-14-1030 (Ill. App. Ct., 1st Dist.)

**3/17/2014**

S-DE-14-178, -179, -180, -181, -182, -183, -184, -185 (Veterans' Affairs) (additional objectors Easley and Schultz); 30 PERI ¶245, appeal pending, No. 1-14-1085 (Ill. App. Ct., 1st Dist.)

**3/18/2014**

S-DE-14-186, -187, -188, -189, -190, -191 (Corrections) (additional objectors Rhoden, Moos, Stahlman, Clinton, Dooley, Harris, Bandy, Greer, Barnosky, Flowers, Williams-Schafer, Wortley, Kerr, Isaacs, Hohnsbehn, Walls, Miget, Lercher, Griffin, Sudbrink, Lynn, Wood, Moeller, Anderson, Bader, Pogue, Kiel, Covis and Thompson); 30 PERI ¶246, appeal pending, No. 1-14-1026 (Ill. App. Ct., 1st Dist.)

**3/18/2014**

S-DE-14-193, -194 (Juvenile Justice); 30 PERI ¶247, appeal pending, No. 1-14-1029 (Ill. App. Ct., 1st Dist.)

**3/25/2014**

S-DE-14-197 (Law Enforcement Training Standards Board); 30 PERI ¶249, , appeal pending, No. 1-14-1106 (Ill. App. Ct., 1st Dist.)

**3/25/2014**

S-DE-14-198, -199 (Aging); 30 PERI ¶250, appeal pending, No. 1-14-1105 (Ill. App. Ct., 1st Dist.)

**3/26/2014**

S-DE-14-201 (Agriculture); 30 PERI ¶254, appeal pending, No. 1-14-1103 (Ill. App. Ct., 1st Dist.)

**4/4/2014**

S-DE-14-202, -203, -204, -205, -206 (Revenue) (additional objectors Duesterhaus, Miller, Krol, Orr and Marshall); 30 PERI ¶256, appeal pending, No. 1-14-1233 (Ill. App. Ct., 1st Dist.)

**4/4/2014**

S-DE-14-208 (Illinois State Police); 30 PERI ¶260, appeal pending, No. 1-14-1234 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-211, -212, -225 (Human Services) (additional objectors Cripe, Fleigle, Head, McGuire, Pennell, Shuster and Woodcock); 30 PERI ¶262, appeal pending, No. 1-14-1275 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-213 (Human Services); 30 PERI ¶263, appeal pending, No. 1-14-1276 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-214 (Human Services); 30 PERI ¶264, appeal pending, No. 1-14-1277 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-215 (Revenue) (additional objectors Skiba and Kreoger); 30 PERI ¶265, appeal pending, No. 1-14-1278 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-216 (Corrections); 30 PERI ¶266, appeal pending, No. 1-14-1284 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-217 (Corrections); 30 PERI ¶267, appeal pending, No. 1-14-1279 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-218 (Corrections); 30 PERI ¶268, appeal pending, No. 1-14-1280 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-220 (Human Services); 30 PERI ¶280, appeal pending, No. 1-14-1281 (Ill. App. Ct., 1st Dist.)

**4/7/2014**

S-DE-14-221 (Human Services) (additional objectors Berggre, Coughlin, DeRoze, Garner, Gudac, Guest, Harper, Henry, Higgins, Korza, Nash, Scruggs, Walsh and Watson); 30 PERI ¶281, appeal pending, No. 1-14-1282 (Ill. App. Ct., 1st Dist.)

**4/11/2014**

S-DE-14-222 (Human Services) (additional objectors Daniels, Dirks, Halcomb, Jordan, Laird, Murrill, Schultz and Totten); 30 PERI ¶283, appeal pending, No. 1-14-1283 (Ill. App. Ct., 1st Dist.)

**4/21/2014**

S-DE-14-224 (Agriculture) (additional objectors Dowson and Hamilton); 30 PERI ¶284, appeal pending, No. 1-14-1425 (Ill. App. Ct., 1st Dist.)

**4/28/2014**

S-DE-14-226 (Human Services); 30 PERI ¶285, appeal pending, No. 1-14-1424 (Ill. App. Ct., 1st Dist.)

**4/28/2014**

S-DE-14-227 (Human Services); 30 PERI ¶286, appeal pending, No. 1-14-1423 (Ill. App. Ct., 1st Dist.)

**4/28/2014**

S-DE-14-228 (Human Services); 30 PERI ¶290, appeal pending, No. 1-14-1422 (Ill. App. Ct., 1st Dist.)

**4/28/2014**

S-DE-14-229 (Financial and Professional Regulation) (additional objector Campuzano); 30 PERI ¶287, appeal pending, No. 1-14-1419 (Ill. App. Ct., 1st Dist.)

**4/28/2014**

S-DE-14-230 (Children and Family Services) (additional objectors Alexander and Arnette); 30 PERI ¶288, appeal pending, No. 1-14-1421 (Ill. App. Ct., 1st Dist.)

**4/28/2014**

S-DE-14-231 (Children and Family Services); 30 PERI ¶289, appeal pending, No. 1-14-1420 (Ill. App. Ct., 1st Dist.)

**4/28/2014**

S-DE-14-237, -238 (Illinois State Police); 30 PERI ¶291

**5/15/2014**

S-DE-14-232 (Children and Family Services) (additional objectors Hauter, Karr, Loucks, McKeever, Petrick, Waller, Short, Moyer, Naish, Gates and Bennett-Neely); 30 PERI ¶308, appeal pending, No. 1-14-1549 (Ill. App. Ct., 1st Dist.)

**5/19/2014**

S-DE-14-234 (Healthcare and Family Services); 30 PERI ¶310, appeal pending, No. 1-14-1551 (Ill. App. Ct., 1st Dist.)

**5/19/2014**

S-DE-14-235 (Healthcare and Family Services); 30 PERI ¶311, appeal pending, No. 1-14-1552 (Ill. App. Ct., 1st Dist.)

**5/19/2014**

S-DE-14-236 (Healthcare and Family Services); 30 PERI ¶312, appeal pending, No. 1-14-1553 (Ill. App. Ct., 1st Dist.)

**5/20/2014**

S-DE-14-240 (Employment Security); 30 PERI ¶315, appeal pending, No. 1-14-1555 (Ill. App. Ct., 1st Dist.)

**5/20/2014**

S-DE-14-241 (Employment Security); 30 PERI ¶316, appeal pending, No. 1-14-1556 (Ill. App. Ct., 1st Dist.)

**5/20/2014**

S-DE-14-242 (Lottery); 30 PERI ¶317, appeal pending, No. 1-14-1557 (Ill. App. Ct., 1st Dist.)

**5/20/2014**

S-DE-14-243 (Aging); 30 PERI ¶318, appeal pending, No. 1-14-1558 (Ill. App. Ct., 1st Dist.)

**5/22/2014**

S-DE-14-244 (Healthcare and Family Services); 30 PERI ¶319, appeal pending, No. 1-14-1559 (Ill. App. Ct., 1st Dist.)

**5/22/2014**

S-DE-14-245 (Criminal Justice Information Authority); 30 PERI ¶320, appeal pending, No. 1-14-1560 (Ill. App. Ct., 1st Dist.)

**5/22/2014**

S-DE-14-246, -248 (Corrections); 30 PERI ¶321, appeal pending, No. 1-14-1556 (Ill. App. Ct., 1st Dist.)

**5/22/2014**

S-DE-14-249 (Central Management Services); 30 PERI ¶322, appeal pending, No. 1-14-1562 (Ill. App. Ct., 1st Dist.)

**5/22/2014**

S-DE-14-250 (Insurance); 30 PERI ¶323, appeal pending, No. 1-14-1563 (Ill. App. Ct., 1st Dist.)

**5/22/2014**

S-DE-14-253 (Commerce and Economic Opportunity); 30 PERI ¶324, appeal pending, No. 1-14-1564 (Ill. App. Ct., 1st Dist.)

**5/22/2014**

S-DE-14-256 (Employment Security); 30 PERI ¶325, appeal pending, No. 1-14-1565 (Ill. App. Ct., 1st Dist.)

**F. Withdrawal of Designation Petition**

**3/14/2014**

S-DE-14-162 (Financial and Professional Regulation) (additional objectors Campuzano and Illg); 30 PERI ¶235, appeal pending, No. 1-14-1024 (Ill. App. Ct., 1st Dist.)

**G. Untimely “Supplemental Objections”**

**3/26/2014**

S-DE-14-201 (Agriculture); 30 PERI ¶254, appeal pending, No. 1-14-1103 (Ill. App. Ct., 1st Dist.)

**4/11/2014**

S-DE-14-222 (Human Services) (additional objectors Daniels, Dirks, Halcomb, Jordan, Laird, Murrill, Schultz and Totten); 30 PERI ¶283, appeal pending, No. 1-14-1283 (Ill. App. Ct., 1st Dist.)

**General Counsel Declaratory Rulings**

**7/2/2013**

S-DR-13-002 Policemen’s Benevolent Labor Committee and  
County of Peoria and Sheriff of Peoria County

Healthcare proposal concerned permissive subject of bargaining as it required waiver of a statutory right to mid-term bargaining. Proposals regarding work hours and discipline concerned mandatory subjects of bargaining

**6/23/2014**

S-DR-14-001 Tri-State Professional Firefighters Union, Local 3165, IAFF and  
Tri-State Fire Protection District

Interpretation of probationary period proposal referred to interest arbitration.  
Promotion proposal concerned a permissive subject of bargaining.

**9/18/2013**

S-DR-14-002 City of Carbondale Police Department and  
Illinois Fraternal Order of Police Labor Council

Proposals regarding performance standards concerned a permissive subject of bargaining.

## Interest Arbitration Awards

Following is a list of Interest Arbitration Awards. For each award, the ILRB case number, arbitrator, and date of issuance are noted. The issues and whose proposal was adopted follows.

### **City of Belleville/IAFF Local #53**

**S-MA-12-306, Marvin Hill, Jr., 10/16/2013, #607**

1. Wages - Union's Final Offer
2. Residency (Salary Penalty) - Union's Final Offer
3. Residency - Union's Final Offer
4. Light Duty - Employer's Final Offer

### **Village of Bellwood/Illinois FOP Labor Council**

**S-MA-11-144, Robert W. McAllister, 10/18/2013, #609**

1. Wages - Employer's final offer
2. Medical Coverage - Union's final offer
3. Discipline - Union's final offer
4. Duration - Union's final offer

### **City of Bloomington/IAFF Local 49**

**S-MA-13-176, Amedeo Greco, 11/27/2013, #612**

1. Sick leave buy-back for new hires - City's final offer

### **City of Bushnell/IUOE Local No. 51**

**S-MA-13-322, Thomas Sonneborn, 6/3/2014, #633**

1. Wages - City's final offer
2. Subcontracting - Union's final offer with modifications
3. Hours of Work - Union's final offer

### **City of Chicago/Policemen's Benevolent & Protective Association, Unit 156 - Sergeants**

**L-MA-12-005, Steven Bierig, 9/19/2013, #602**

1. Wages
2. Retiree Health Care
3. Tuition Reimbursement
4. Duty Availability Allowance
5. Quarterly Differential

### **Chicago State University/Metropolitan Alliance of Police, Chapter #144**

**S-MA-11-370, Jeffrey Winton, 10/23/2014, #611**

1. Indemnification - *status quo*
2. Purpose - *status quo*
3. Hours of Work - Arbitrator's language
4. Overtime - *status quo*
5. Compensatory Time - *status quo*
6. Overtime Scheduling - Not adopted
7. Minimum Staffing - Arbitrator's language
8. Wage Schedule - Union's proposal
9. LEADS Staffing - Employer's proposal

### **County of Clinton/Illinois FOP Labor Council**

**S-MA-12-030, Raymond McAlpin, 7/19/2013, #600**

1. Wages - Union's position
2. Health Insurance - Employer's proposal
3. Vacation - *status quo*
4. Holidays

5. Non-Discrimination
6. Drug and Alcohol policy - *status quo*
7. Physical Fitness
8. Military Leave - *status quo*
9. Dues Deduction - *status quo*

**County of Clinton/Policemen's Benevolent Labor Committee**

**S-MA-12-092, John C. Fletcher, 8/26/2013, #597**

1. Wages - Union's final offer
2. Insurance - Union's final offer
3. Holidays - *status quo*
4. Vacations - *status quo*
5. Drug and Alcohol Testing - Employer's proposal
6. Physical Fitness - Employer's final offer

**City of Collinsville/Illinois FOP Labor Council**

**S-MA-12-032, Daniel Nielsen, 8/19/2013, #599**

1. Wage Increases - Employer's final offer
2. Sick Leave Payout - *status quo*

**County of Cook/Metropolitan Alliance of Police Chapter #507**

**L-MA-13-001, John C. Fletcher, 12/26/2013, #615**

1. Employer Obligation - Union's final offer
2. Integrity of Bargaining Unit - Union's final offer
3. Labor/Management Meetings - Employer's final offer
4. Regular Work Period - Arbitrator
5. Regular Work Days - Employer's final offer
6. Compensatory Time and/or Overtime Compensation - Union's final offer
7. Lunch Breaks - Union's final offer
8. Acting Director - Union's final offer
9. Termination of Seniority - Arbitrator
10. Seniority Lists - Union's final offer
11. Union Rights - Employer's final offer
12. Promotion and Shift Assignments - Employer's final offer
13. Layoff and Recall - Arbitrator
14. Job Postings - Arbitrator
15. Rates of Pay - Union's final offer
16. Designation of Holidays - Employer's final offer
17. Holiday in Vacations - Union's final offer
18. Holiday Pay for Holidays not Worked - Union's final offer
19. Vacation Leave - Employer's final offer
20. Hospitalization Insurance - Employer's final offer
21. Sick Leave - Employer's final offer
22. Disability - Union's final offer
23. Bereavement Leave - Union's final offer
24. Jury Duty - T/A
25. Election Day - Employer's final offer
26. Personal Days - Employer's final offer
27. Union Leave - Employer's final offer
28. Use of Benefit Time - Union's final offer
29. Educational Fund - Employer's final offer
30. Discipline - Employer's final offer
31. Appeals Procedure - Employer's final offer
32. Disciplinary Action Form - Employer's final offer
33. No Discrimination - Arbitrator



34. Uniform Allowance - Union's final offer
35. Special Training - Employer's final offer
36. Drug and Alcohol Testing - Employer's final offer
37. Term - Employer's final offer

**City of Countryside/Illinois FOP Labor Council**

**S-MA-10-291 & S-MA-10-292, Brian Clauss, 11/22/2013, #613**

1. Wages - Employer's final offer
2. Integration Claus - Union's final offer
3. Longevity Benefit - Union's final offer

**City of Danville/Danville Police Command Officers Association**

**S-MA-11-336, Richard Stanton, 10/15/2013, #605**

1. Wages - Employer's final offer
2. Health Insurance Coverage - Employer's final offer
3. Health Insurance Premium - Union's final offer
4. Residency - *status quo*

**City of Danville/Policemen's Benevolent & Protective Association, Unit 11**

**S-MA-12-330, Matthew W. Finkin, 5/14/2014, #643**

1. Wages - Employer's final offer
2. Employee medical cost contribution - Union's offer
3. Maintenance of the medical benefit level - Employer's offer
4. Residency - Employer's offer

**Village of Effingham/Illinois FOP Labor Council**

**S-MA-13-206, John C. Fletcher, 5/2/2014, #631**

1. Wage Rates and Allowanced - Union's proposal
2. Insurance and Pension - Union's proposal

**Village of Forest Park/Illinois FOP Labor Council**

**S-MA-12-281, Robert Perkovich, 1/27/2014, #621**

- 1, Wages - Employer's final offer
2. Longevity Pay - Employer's final offer
3. Health Insurance - Employer's final offer
4. Uniform Allowance - Employer's final offer

**Village of Glenwood/MAP Chapter #612**

**S-MA-11-185, Peter Feuille, 4/18/2014, #629**

1. Promotions - Arbitrator's offer

**Village of Gurnee/Gurnee Firefighters Union, IAFF Local #3598**

**S-MA-12-185, Harvey A. Nathan, 1/20/2014, #620**

1. Term of Agreement - Union's proposal
2. Wages - Union's proposal
3. Progression - Employer's proposal
4. Paramedic Recertification - *status quo*
5. Longevity Pay - Union's proposal
6. Union Business Meetings - Employer's proposal

**City of Harvey/IAFF Local 471**

**S-MA-13-023, John Fletcher, 8/22/2013, #598**

1. Wages - Union's final offer

**Village of Hazel Crest/Hazel Crest Professional Firefighters Association, Local 4087**

**S-MA-13-034, Robert W. McAllister, 4/23/2014, #630**

1. Hours of Work and Overtime - *status quo*
2. Regular Workday - *status quo*
3. Overtime Compensation - *status quo*
4. Probationary Shift Change - *status quo*
5. Wages - Union's final offer
6. Sick Leave - Union's proposal
7. Hospitalization and Medical Insurance - Village's proposal
8. Life Insurance - *status quo*

**City of Highland Park/Illinois Council of Police**

**Edwin H. Benn, 2/8/2014, #622**

1. Wages - Employer's offer

**City of Hillsboro/Illinois FOP Labor Council**

**S-MA-12-119, Thomas L. Yaeger, 5/3/2-14, #632**

1. Manning - arbitrator statutorily precluded from issuing arbitration decision

**Illinois Secretary of State/Illinois FOP Labor Council**

**S-MA-12-324, John C. Fletcher, 1/4/2014, #617**

1. Wages - Union's proposal
2. Bomb Squad Pay - Employer's proposal
3. Holidays - Union's proposal
4. Leave of Absence - Union's proposal

**Itasca Fire Protection District/Itasca Professional Firefighters Association**

**S-MA-13-130, Robert Perkovich, 7/15/2013, #595**

1. Tentative Agreements
2. Layoff Language - Employer's final offer
3. Scheduling of Personal Leave Days - Union's final offer
4. Wages - Union's final offer
5. Paramedic Certification - Union's final offer

**City of LaSalle/Illinois FOP Labor Council**

**S-MA-12-216, Robert Perkovich, 7/8/2013, #593**

1. Health Insurance - Employer's final offer
2. Wages - Employer's final offer
3. Drug Testing - remanded for further bargaining

**County of Madison/Policemen's Benevolent Labor Committee**

**S-MA-12-093, Brian E. Reynolds, 9/14/2013, #601**

1. Wages - Union's final offer
2. Shift Premium - Employer's final offer
3. Vacation Leave - Employer's final offer
5. Disciplinary Grievance Procedure - Union's final offer

**County of Marion/Illinois FOP Labor Council**

**S-MA-12-042, Amedeo Greco, 12/21/2013, #616**

1. Vacation - Union's offer
2. Bereavement - Employer's offer
3. Wages - Telecommunicators - Union's offer
4. Wages - Deputies - Union's offer
5. Wages - Correctional Officers - Union's offer
6. Retroactive Checks

**City of Markham/Teamsters Local Union No. 700**

**S-MA-12-175, Donald Cohen, 1/10/2014, #619**

1. Wages - Village's proposal
2. Longevity
3. Service Requirements
4. Uniforms
5. Field Training Officer's Pay
6. OIC Compensation
7. Notification Benefit Time Balance
8. Health and Welfare

**Village of Matteson/Associated Firefighters of Matteson, IAFF Local 3086**

**S-MA-14-015, John C. Fletcher, 3/22/2014, #625**

1. Holidays (Recognized) - Village's proposal
2. Holidays (New) - Village's proposal
3. Holidays (Holiday Pay) - Union's final offer
4. Wages and Rates of Pay - Union's final proposal

**Village of Matteson/MAP Chapter #468, Matteson Police Officers**

**S-MA-11-266, Curtiss K. Behrens, 2/27/2014, #624**

1. Family Medical Leave - Union's final offer
2. Wages - Union's final offer
3. Termination - Union's final offer

**County of McHenry/Illinois FOP Labor Council**

**S-MA-13-004, Peter Feuille, 3/20/2014, #628**

1. Wages - Union's offer

**County of McLean/Illinois FOP Labor Council**

**S-MA-13-098, Marvin Hill, Jr., 10/16/2013, #608**

1. Wages - - Union's final offer

**Village of Morton Grove/Illinois FOP Labor Council**

**S-MA-11-031, Daniel Nielsen, 7/21/2013, #594**

1. 2011 Wages

**Village of Orland Park/IAFF Local No. 2754**

**Marvin Hill, Jr., 9/20/2013, #604**

1. Paramedic in Charge and Ambulance Driver - *status quo*
2. Station Assignments - Union's final offer
3. Health Insurance Language

**City of Park Ridge/Illinois FOP Labor Council**

**S-MA-11-244, Robert Perkovich, 10/21/2013, #606**

1. Wages

**Village of Robbins/SEIU Local 73**

**S-MA-13-238, Edwin H. Benn, 3/31/2014, #627**

1. Wages
2. Insurance - Village's current plan adopted
3. Promotions of Employees to Full-time Status - Union's proposal is rejected
4. "Me too" Provision - Union's proposal is rejected

**City of Rockford/City Fire Fighters Local 413, IAFF**

**S-MA-12-208, Elliott Goldstein, 9/30/2013, #603**

1. Company strength - City's final offer
2. Wages - Union's final offer
3. Health Insurance - City's final offer
4. Sick Leave Pay Upon Severance - Union's final offer

**County of St. Clair/Illinois FOP Labor Council**

**S-MA-12-086, Daniel Nielsen, 10/31/2013, #610**

1. Wages - Union's proposal
2. Discipline - Union's proposal

**Village of Skokie/Illinois FOP Labor Council**

**S-MA-12-124, Robert Perkovich, 1/6/2014, #618**

1. Sick Leave - Union's final offer
2. Quartermaster - Employer's final offer
3. Retiree Separation Benefit - Union's final offer
4. Holidays - Employer's final offer
5. Health Insurance - Union's final offer
6. Wages - Remanded

**Village of Skokie/Skokie Firefighters Local 3033**

**S-MA-10-197, Edwin H. Benn, 3/31/2014, #626**

1. Duration - Union's offer
2. Wages - Village's offer
3. Longevity Pay - Village's offer
4. EMT-P Stipend - Village's offer
5. Holiday Pay - *status quo*
6. Work day and week and computation of straight time pay - *status quo*
7. Serving in acting capacity - Village's offer
8. Insurance - *status quo*
9. Physical Fitness Program - *status quo*
10. Promotions - *status quo*

**Interim Award**

1. Promotions

**City of Wheaton/Wheaton Firefighters Union, Local 3706**

**S-MA-12-278, John C. Fletcher, 2/20/2014, #623**

1. Lay-offs - City's proposal
2. Clothing and Personal Equipment - City's proposal
3. Wages - Annual Salary Schedule - Union's proposal
4. Straight-time Hourly Rate; Normal Work Day; FLSA Work Period; Kelly Days - City's proposal
5. Longevity Pay - City's proposal
6. Severance Pay - Union's proposal
7. Holidays - City's proposal
8. Life Insurance - City's proposal
9. Sick and Injury Leave Accrual - Union's proposal

**County of Will and Sheriff of Will County/Illinois FOP Labor Council**

**S-MA-12-083, Martin Malin, 12/20/2013, #614**

1. Group Insurance (Plan) - Employer's final offer
2. Group Insurance (Monthly Premiums) - Union's final offer
3. Group Insurance (Deductible) - Employer's final offer
4. Wages - Union's final offer

## Caseload Statistics

	<u>STATE</u>	<u>LOCAL</u>	<u>TOTAL</u>
Unfair Labor Practice Charges			
CA	205	86	
CB	<u>28</u>	<u>39</u>	
<b>TOTAL</b>	<b>233</b>	<b>125</b>	<b>358</b>
Representation Cases			
AC	2	1	
RC	91	18	
RM	0	0	
RD	8	0	
UC	83	5	
VR	2	0	
DD	12	0	
DE	<u>256</u>	<u>0</u>	
<b>TOTAL</b>	<b>454</b>	<b>24</b>	<b>478</b>
Grievance Arbitration Cases	11	0	
Mediation/Arbitration Cases	<u>343</u>	<u>5</u>	
<b>TOTAL</b>	<b>354</b>	<b>5</b>	<b>359</b>
Declaratory Rulings	3	0	3
Strike Investigations	2	0	2
<b>TOTAL CASELOAD</b>	<b>1,043</b>	<b>178</b>	<b>1,221</b>

- CA -- Unfair labor practice charge against employer
- CB -- Unfair labor practice charge against labor organization
- AC -- Petition to amend certification
- RC -- Representation/Certification petition
- RM -- Employer representation petition
- RD -- Decertification petition
- UC -- Unit clarification petition
- VR -- Petition for voluntary recognition certification
- DD -- Declaration of disinterest petition
- DE -- Gubernatorial designation of exclusion petition

## Representation Cases Certified

	<u>STATE</u>	<u>LOCAL</u>	<u>TOTAL</u>
Labor Organization Prevailed	26	1	
“No Representation” Prevailed	<u>1</u>	<u>0</u>	
Cases Certified (Election)	<b>27</b>	<b>1</b>	<b>28</b>
Number of Units Certified (Majority Interest)	<b>60</b>	<b>14</b>	<b>74</b>
Voluntarily Recognized Representatives	<b>1</b>	<b>0</b>	<b>1</b>
Revocation of Prior Certifications	<b>16</b>	<b>0</b>	<b>16</b>
Gubernatorial designation of exclusion	<b>243</b>	<b>0</b>	<b>243</b>

## Unfair Labor Practice Charges Workload

	<b>FY 2013</b>	<b>FY 2014</b>
Cases pending start of year	423	328
Charges filed during year	335	358
Total caseload	758	686
Total cases closed	430	392

## Petition Management (Representation) Workload

	<b>FY 2013</b>	<b>FY 2014</b>
Cases pending start of year	93	78
Petitions filed during year	192	478*
Total caseload	285	556*
Total cases closed	207	479

\*256 cases were Gubernatorial Designation of Exclusion cases.

## Disposition of Cases Active in FY 2014

	State	Local	Total
<b>I. BOARD DECISIONS</b>			
(A) With exceptions filed			
CA	11	6	17
CB	8	10	18
RC	7	1	8
UC	2	0	2
DE	160	0	160
Compliance	<u>0</u>	<u>1</u>	<u>1</u>
<b>TOTAL</b>	<b>188</b>	<b>18</b>	<b>206</b>
(B) With no exceptions filed			
CA	14	2	16
CB	0	1	1
RC	6	2	8
RD	2	0	2
UC	1	0	1
DE	<u>7</u>	<u>0</u>	<u>7</u>
<b>TOTAL</b>	<b>30</b>	<b>5</b>	<b>35</b>
(C) Strike Investigations	1	0	1
(D) Declaratory Ruling	3	0	3
<b>II. ADMINISTRATIVE DISMISSALS</b>			
(Not appealed to the Board)			
CA	48	47	95
CB	15	26	41
UC	1	1	2
DE	<u>3</u>	<u>0</u>	<u>3</u>
<b>TOTAL</b>	<b>67</b>	<b>74</b>	<b>141</b>
<b>III. CERTIFIED</b>			
AC	2	0	2
DD	12	0	12
DE	243	0	243
RC/RM/RD	87	15	102
UC	66	4	70
VR	1	0	1
REVOCATION OF PRIOR CERTIFICATIONS	<u>4</u>	<u>0</u>	<u>4</u>
<b>TOTAL</b>	<b>415</b>	<b>19</b>	<b>434</b>
<b>IV. WITHDRAWALS</b>			
CA	168	23	191
CB	15	6	21
DE	9	0	9
RC	15	2	17
RD	5	0	5
UC	5	1	6
VR	<u>1</u>	<u>0</u>	<u>1</u>
<b>TOTAL</b>	<b>218</b>	<b>32</b>	<b>250</b>

## Certifications of Representative

Case Number	Employer	Labor Organization	Date Certified	Prevailing Party	No. of Employees	Unit Certified
S-RC-13-058 <i>Majority Interest</i>	City of Red Bud	Illinois FOP Labor Council	7/10/2013	FOP	6	Full-time sworn police officers below the rank of sergeant
S-RC-13-068 <i>Majority Interest</i>	City of Mattoon	American Federation of State, County and Municipal Employees Council 31	7/10/2013	AFSCME	1	Include in S-UC-03-024 Custodian
S-RC-13-087 <i>Majority Interest</i>	Village of Lena (Police Department)	Teamsters, Local 722 aff'd with Int'l Brotherhood of Teamsters	7/10/2013	Teamsters	3	Full-time sworn peace officers in the rank of Police Officer
S-RC-13-064 <i>Majority Interest</i>	City of Mount Olive	Policemen's Benevolent Labor Committee	7/11/2013	PBLC	4	Superintendent, Street Department; Superintendent, Sewer Department; Superintendent, Water Department; Operator, Water/Sewer Department
S-RC-13-066 <i>Majority Interest</i>	Village of Morton	Morton Paramedics, IAFF/AFFI	7/11/2013	IAFF	12	Paramedic; Paramedic Supervisor
S-RC-13-042 <i>Majority Interest</i>	Illinois Secretary of State	Policemen's Benevolent Labor Committee	7/16/2013	PBLC	5	Investigator-Lieutenant
S-RC-13-040	City of West Frankfort	Illinois FOP Labor Council and Laborers' Int'l Union of North America, Local 773	7/18/2013	FOP	9	Full-time sworn police officers
S-RC-13-050	City of West Frankfort	Illinois FOP Labor Council and Laborers' Int'l Union of North America, Local 773	7/18/2013	FOP	3	Full-time sworn police officers in the rank of Captain
S-RD-12-006	Town of Normal (Public Works Department)	Laborers' Int'l Union of North America, Local 362 and Bruce Auer	7/18/2013	No Rep	42	
L-RC-13-008 <i>Majority Interest</i>	City of Chicago	American Federation of State, County and Municipal Employees, Council 31	7/18/2013	AFSCME	6	Add to existing Bargaining Unit #1 Chief Voucher Expediter (Excluding titles employed at Department of Transportation and Chicago Public Library)



S-RC-13-075	City of Harvey	Illinois Council of Police and American Federation of State, County and Municipal Employees, Council 31	7/22/2013	AFSCME (Incumbent)	44	City wide clerical, technical, maintenance unit
S-RC-13-067	City of Harvey	Metropolitan Alliance of Police, Harvey Police Chapter 234 and Illinois Council of Police	7/22/2013	MAP	46	All full-time sworn police officers below the rank of Corporal
S-RC-13-017 <i>Majority Interest</i>	Village of Franklin Park (Department of Utilities)	Int'l Brotherhood of Teamsters, Local 700	7/24/2013	Teamsters	23	Chauffeur Operating Sweeper, Level I; Chauffeur Operating Sweeper, Level II; Equipment Operator, Level I; Equipment Operator, Level II; Laborer; Mechanic I; Mechanic II; Mechanic Assistant; Meter Repair Technician; Truck Driver, Level I; Truck Driver, Level II; Truck Driver, Level III; Truck Driver, Level IV; Water Operator
S-RC-13-070 <i>Majority Interest</i>	Urbana Park District	Service Employees Int'l Union, Local 73	7/24/2013	SEIU	16	APNC Custodian; Aquatics Custodian; Arbor Technician; Athletic Fields Technician I; Custodian; Equipment Technician; Facilities Maintenance Technician I; Facilities Maintenance Technician II; Grounds Maintenance Technician I; Grounds Maintenance Technician II; Landscape Technician; Natural Areas Technician; Park Beautification Technician; PRC Custodian
S-RC-10-196 <i>Majority Interest Amended</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	8/12/2013 <i>Nunc pro tunc</i> 8/29/2011	AFSCME	4	Include in RC-10 Public Service Administrator, Option 8L (Pollution Control Board) Excluding the classification of Public Service Administrator 8L, Attorney Assistants (Pollution Control Board)
S-RC-14-004 <i>Majority Interest</i>	City of Gillespie	Laborers' Int'l Union of North America Local 338	8/26/2013	Laborers'	3	Police Dispatcher
S-RC-14-006 <i>Majority Interest</i>	City of Mount Sterling (Police Department)	Int'l Union of Operating Engineers, Local 965	8/29/2013	IUOE	6	Full-time and Part-time Police Officers
S-RC-14-008 <i>Majority Interest</i>	City of Mount Sterling	Int'l Union of Operating Engineers, Local 965	8/29/2013	IUOE	13	Full-time and Part-time employees in the following Departments: Dispatch; Public Works; Administration

S-RC-13-079 <i>Majority Interest</i>	County of Grundy	Metropolitan Alliance of Police, Grundy County Civilians Chapter #693	8/29/2013	MAP	57	Animal Control: Senior Warden, Warden; Assessor: Assessment Technician, Clerk, Deputy Assessor, Field Appraiser; Circuit Clerk: Court Clerk, Chief Deputy Clerk, Child Support Clerk, Senior Traffic Clerk, Traffic Clerk, Filing Clerk, Judge's Clerk; Coroner: Administrative Secretary, Chief Deputy Coroner; County Clerk/Recorder, Chief Deputy County Clerk, Deputy Clerk, Deputy Clerk IV, Deputy County Clerk, Deputy Recorder; County Board: Receptionist; Emergency Management: Office Coordinator, Staff Planner; Highway: Office Manager; Informational Technology: Desktop Support, GIS Coordinator, Network Technician; Land Use: Assistant Land Use; Maintenance: Maintenance; Public Defender: Office Manager/Paralegal; Sheriff: Data Entry Secretary, Office Clerical, Office Manager/Administrative Assistant, Secretary; State's Attorney: Legal Secretary, Office Manager/Legal Secretary, Receptionist/Legal Secretary, Victim/Witness Coordinator; Treasurer: Deputy Treasurer, First Deputy Treasurer
S-RC-14-005 <i>Majority Interest</i>	County of McHenry (Health Department, Animal Control Unit)	Service Employees Int'l Union, Local 73	8/29/2013	SEIU	5	Include in existing S-RC-09-065 Administrative Technician/Office Assistant I; Administrative Technician/Office Assistant II
S-RC-13-089 <i>Majority Interest</i>	Village of Bensenville	American Federation of State, County and Municipal Employees, Council 31	8/29/2013	AFSCME	4	Include in existing S-UC-09-027 Records Clerk; Investigative Aide
S-RC-14-011 <i>Majority Interest</i>	Village of Libertyville	Int'l Union of Operating Engineers, Local 150	8/29/2013	IUOE	3	Lead Mechanic; Street Supervisor; Utilities Supervisor
S-RC-13-062	County of Henry (Hillcrest Home)	American Federation of State, County and Municipal Employees, Council 31	09/06/2013	AFSCME	12	Add to existing S-UC-01-026 Unit: Licensed Practical Nurse; Registered Nurse
S-RC-13-031	County of Lake and Sheriff of Lake County	Illinois Council of Police and Illinois FOP Labor Council and Policemen's Benevolent Labor Committee	9/4/2013	ICOP	172	Deputy Sheriff; Highway Patrol; Detective; Warrant Process Server; Process Server; Court Security; Radio Dispatcher; Assistant Radio Dispatcher; Lead Dispatcher Supervisor; Senior Utility Worker and Magnetometer Operator

S-RC-13-054 <i>Majority Interest</i>	County of Monroe (Emergency Medical Services)	American Federation of State, County and Municipal Employees, Council 31	9/11/2013	AFSCME	29	Emergency Medical Technician Basic; Paramedic; Lead Supervisor Paramedic; Supervisor Paramedic
L-RC-13-010 <i>Majority Interest</i>	Chicago Transit Authority	Int'l Association of Machinists and Aerospace Workers	9/12/2013	IAMAW	37	Architect II ; Architect III ; Coordinator, Engineering-Electrical; Coordinator, Quality Assurance Design and Construction; Engineer II – Mechanical; Coordinator, Warranty Compliance; Engineer III - Mechanical; Engineer III – Mechanical/Electrical; Engineer III - Production; Engineer IV - Mechanical/Electrical QC; Engineer IV – Rail Equipment; Engineer IV – Specification/Quality Assurance; Engineering Specification Writer; Project Manager – Rail Capital Oversight; Technician, Quality Improvement – Bus; Technician, Quality Improvement – Rail.
S-RC-14-010 <i>Majority Interest</i>	Decatur Township	Laborers, Local 159	9/12/2013	Laborers'	6	Full-time Cemetery Laborer; Full-time Cemetery Lead Man; Seasonal Cemetery Laborer; Mechanic
S-RC-13-093	Village of Niles (Police Department)	Int'l Brotherhood of Teamsters, Local 700 and Metropolitan Alliance of Police, Niles Police Chapter 357	10/02/2013	Teamsters	40	Full-time sworn police officers below the rank of Sergeant
L-RC-14-002 <i>Majority Interest</i>	County of Cook (Health and Hospital Systems)	Service Employees Int'l Union, Local 73	10/02/2013	SEIU	1	Add to existing L-UC-13-003 unit: Technical Manager
S-RC-14-024 <i>Majority Interest</i>	Sangamon County Circuit Clerk	Laborers Local 477	10/08/2013	Laborers	58	Accounting Assistant; Administrative Assistant; Assistant Manager; Court Clerk; Court Operations Assistant; Data Entry Clerk; Front Counter Clerk; Imaging Station Tech.; Information Specialist; Part-time employee; Support Clerk; Systems Administrator
L-RC-13-014 <i>Majority Interest</i>	County of Cook (Department of Animal Control)	Service Employees Int'l Union, Local 73	10/11/2013	SEIU	1	Include in L-RC-06-014 Accountant V
S-RC-14-022 <i>Majority Interest</i>	County of Jasper and Sheriff of Jasper County	Policemen's Benevolent Labor Committee	11/5/2013	PBLC	13	Dispatcher; Dispatcher Supervisor; Deputy Sheriff; Correctional Officer; Chief Correctional Officer

S-RC-14-018 <i>Majority Interest</i>	Chief Judge of the 8 <sup>th</sup> Judicial Circuit	Illinois FOP Labor Council	11/5/2013	FOP	26	Adams County Juvenile Detention Center; Cook; Office Administrator; Custodian; Detention Officer
S-RC-14-014 <i>Majority Interest</i>	City of Bloomington, Bloomington Center for the Arts	Int'l Alliance of Theatrical Stage Employees, Local 193	11/14/2013	Local 193	28	Stage Crew, Level I; Stage Crew, Level II; Miscellaneous Technical Assistant
S-RC-14-025 <i>Majority Interest</i>	City of Waukegan	Int'l Union of Operating Engineers, Local 150	11/14/2013	IUOE	73	Public Works employees
S-RC-14-003 <i>Majority Interest</i>	Village of Roselle	Int'l Union of Operating Engineers, Local 150	11/14/2013	IUOE	4	Public Works Division Superintendent
S-RC-14-033 <i>Majority Interest</i>	Village of Wheeling	American Federation of State, County and Municipal Employees, Council 31	11/21/2013	AFSCME	32	Public Work Department employees
L-RC-14-001	County of Cook and Sheriff of Cook County	Fraternal Order of Police Lodge 290 and Teamsters Local 700 and MAP, Cook County Correctional Officers Chapter #22	11/27/2013	Teamsters	3400	Correctional Officer; Investigator II (Intensive Supervision) employed in Electronic Monitoring Unit & Records Unit, Department of Community Supervision & Intervention; Boot Camp Instructor; Correctional Officers employed at the Department of Women's Justice; and Canine Officers employed within the Corrections K-9 unit
S-RC-14-012 <i>Majority Interest</i>	St. Clair County Public Building Commission	Laborers Int'l Union of North America, Local 459	12/4/2013	Laborers'	27	Crew Leader; Building Maintenance Worker; Painter; Carpenter; Grounds Worker; Utility Worker; Shift Operator; Switchboard Operator; Parking Garage Attendant
S-RC-14-028 <i>Majority Interest</i>	County of Fayette and Clerk, Treasurer and Supervisor of Assessments of Fayette County	Laborers' Int'l Union of North America	12/4/2013	Laborers'	9	Full-time and permanent part-time employees
S-RC-14-030 <i>Majority Interest</i>	County of Fayette (Probation Office)	Laborers' Int'l Union of North America	12/4/2013	Laborers'	2	Full-time and permanent part-time clerical employees
S-RC-14-031 <i>Majority Interest</i>	Village of Somonauk	Teamsters Local 700	12/4/2013	Teamsters	4	Patrolman; Sergeant

S-RC-14-032 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	12/4/2013	AFSCME	1	Add to RC-62 Military Administrative Clerk
S-RC-14-002 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	12/10/2013	AFSCME	1	Add to RC-14 Projects Coordinator (Illinois Racing Board)
S-RC-14-016	County of Franklin and Sheriff of Franklin County	Illinois FOP Labor Council and Laborers' Int'l Union of North America, Local 773	12/11/2013	FOP	42	Correctional Officers below the rank of Lieutenant; Courtroom Security Officer; Deputy Sheriffs below the rank of Lieutenant; Telecommunicator; Records Clerk; Process Clerk; Cook
S-RC-14-017	Chief Judge of the 23 <sup>rd</sup> Judicial Circuit	Metropolitan Alliance of Police, 23 <sup>rd</sup> Judicial Circuit, Court Services Chapter 696	12/27/2013	MAP	25	Probation Officer/Adult; Probation Officer/Juvenile; Drug Rehabilitation Court Officer; Intensive Probation Officer; Youth Counselor; CRS Officer; Homebound Officer; Electronic Monitoring Officer; Domestic Violence Officer; Administrative/Warrant Officer; Pretrial Officer; Presentence Officer; Sex Offender Officer; Delinquency Diversion Officer; Conditional Discharge Officer; Placement Coordinator; Hybrid Officer; Program Officer
S-RC-14-034 <i>Majority Interest</i>	Fayette County Circuit Clerk	Laborers' Int'l Union of North America	12/30/2013	Laborers'	6	Full and permanent Part-time employees
S-RD-14-001	Chief Judge of the 16 <sup>th</sup> Judicial Circuit	Vanessa Rogalla and American Federation of State, County and Municipal Employees, Council 31	12/31/2013	AFSCME	9	Employees of the Chief Judge and in the Office of the Public Defender in the following classifications: Clerk IV, Info Processor II, Investigator, Receptionist and Secretary
S-RC-14-039 <i>Majority Interest</i>	Grayslake Fire Protection District	Grayslake Professional Firefighters, Int'l Association of Fire Fighters	1/28/2014	IAFF	22	Firefighter-Paramedic; Lieutenant
L-RC-14-005 <i>Majority Interest</i>	County of Cook (Office of the Comptroller)	Service Employees Int'l Unions, Local 73	1/29/2014	SEIU	2	Add to existing S-UC-13-001 Payroll Processing Assistant
S-RC-14-020	County of Tazewell	Teamsters Local 627 and Policemen's Benevolent Labor Committee	01/31/2014	IBT	51	County wide clerical, technical, maintenance

S-RD-14-002	St. Clair Township	Michael Greenfield & Int'l Union of Operating Engineers, Local 148	2/3/2014	No Rep		
S-RC-14-023	Town of Cicero (Police Department)	Service Employees Int'l Union, Local 73 and Illinois Council of Police	2/3/2014	SEIU	11	Detention Officer; Lock Up Keeper
S-RC-14-021	City of Northlake	Metropolitan Alliance of Police, Northlake Police Chapter 306 and Illinois FOP Labor Council	2/3/2014	MAP	35	All sworn police officers below the rank of Chief and Assistant Chief
S-RC-14-041 <i>Majority Interest</i>	Town of Cicero (Animal Welfare Department)	Int'l Brotherhood of Teamsters, Local 705	2/3/2014	Teamsters	5	Animal Control Officer; Animal Control Staff
S-RC-14-013 <i>Majority Interest</i>	City of Savanna	Illinois FOP Labor Council	2/4/2014	FOP	6	Full-time sworn officers in the ranks of Lieutenant and below
S-RC-14-019	Village of Bellwood	Illinois Council of Police and Illinois FOP Labor Council	2/6/2014	FOP (Incumbent)	28	Full-time sworn Police Officers below the rank of Sergeant
S-RC-11-062 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	2/6/2014	AFSCME	2	Include in RC-63 Environmental Scientist I; Environmental Scientist II (Pollution Control Board)
L-RC-13-016 <i>Majority Interest</i>	County of Cook and Sheriff of Cook County	Service Employees Int'l Union, Local 73	2/10/2014	SEIU	4	Include in L-UC-13-004 Classification Specialist
L-RC-14-003 <i>Majority Interest</i>	County of Cook (Department of Revenue)	American Federation of State, County and Municipal Employees, Council 31	2/11/2014	AFSCME	38	Cashier; Clerk V; Compliance Analyst; Field Auditor III; Field Auditor IV; Internal Auditor 111; Internal Auditor IV; Investigator I; Investigator II; Investigator IV; Property Tax Accountant; Revenue Analyst; Tax Licensing Registration Analyst
S-RC-14-035	Chief Judge of the 12 <sup>th</sup> Judicial Circuit (Will County-River Valley Detention Center)	Illinois FOP Labor Council and Teamsters Local 700	2/11/2014	FOP	35	Juvenile Detention Officer

S-RC-14-037	Village of Brookfield	Teamsters Local 705 and SEIU Local 73	2/11/2014	Teamsters	17	Maintenance Worker I; Maintenance Worker II; Maintenance Worker III; Forester; Chief Mechanic; Assistant Mechanic; Water Operator; Street and Water Foreman; and Public Property Foreman
S-RC-14-049 <i>Majority Interest</i>	County of Kendall and Sheriff of Kendall County	Illinois FOP Labor Council	2/13/2014	FOP	5	Corrections Sergeant; Court Services Sergeant
S-RC-14-040 <i>Majority Interest</i>	Glen Carbon Fire Protection District	Int'l Association of Fire Fighters, Associated Fire Fighters of Illinois, Local 1700	2/21/2014	IAFF/AFFI	3	Field Paramedic
S-RC-14-029 <i>Majority Interest</i>	City of Sterling (Fire Department)	Sterling Fire Fighters Association, Local 2301, IAFF	2/26/2014	IAFF	4	Add to existing S-RC-91-095 unit: Captain
S-RD-14-004	County of Vermilion (Highway Department)	Int'l Brotherhood of Teamsters, Local 26 and Randy Taylor	2/26/2014	Teamsters	11	Highway Maintenance Worker; Resident Technician; Maintenance Supervisor
S-RC-14-038 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	03/13/2014	AFSCME	1	Add to existing RC-62 bargaining unit: Military Service Agreement Supervisor
S-RC-14-036 <i>Majority Interest</i>	County of Knox and Knox County Nursing Home	American Federation of State, County and Municipal Employees, Council 31	3/19/2014	AFSCME	6	Add to existing S-RC-05-184 bargaining unit: Helping Hands
L-RC-14-006 <i>Majority Interest</i>	Chicago Transit Authority	Int'l Brotherhood of Electrical Workers, Local 9	4/1/2014	IBEW	3	Include in existing L-RC-13-012 Engineer IV-Power
L-RC-14-007 <i>Majority Interest</i>	City of Chicago	County, Municipal Employees, Supervisor's and Foremen's Local 1001, Water Pipe Extension, Bureau of Engineering Laborers' Local 1092; Cement Workers Local 76; Laborers' Int'l Union of North America	4/1/2014	CMESF Local 1001; Cement Workers Local 76; Laborers'	22	Add to existing Bargaining Unit 53: Traffic Enforcement Technician, Department of Finance
S-RC-14-043 <i>Majority Interest</i>	Memorial Park District (Police Department)	Illinois Council of Police	4/2/2014	ICOP	15	Corporal Patrol Officer

S-RC-14-067 <i>Majority Interest</i>	Village of Niles	American Federation of State, County and Municipal Employees, Council 31	4/1/2014	AFSCME	1	Add to existing S-RC-14-067 Accountant (Finance Department)
S-RC-14-046 <i>Majority Interest</i>	County of Union and Sheriff of Union County	Laborers' Int'l Union of North America, Local 773	4/4/2014	Laborers'	2	Custodian/Maintenance
S-RC-14-065 <i>Majority Interest</i>	Chief Judge of the 12 <sup>th</sup> Judicial Circuit (Will County)	American Federation of State, County and Municipal Employees, Council 31	4/4/2014	AFSCME	3	Add to existing S-UC-11-049 bargaining unit Interpreter/Advocate
S-RC-14-069 <i>Majority Interest</i>	Village of Dolton	Illinois FOP Labor Council	4/4/2014	FOP	9	Sergeant Lieutenant
S-RC-14-075 <i>Majority Interest</i>	Manhattan Fire Protection District	Manhattan Fire Protection District	4/4/2014	IAFF	11	Firefighter/Paramedic
S-RC-14-077 <i>Majority Interest</i>	Village of Elburn	Illinois Council of Police	4/16/2014	ICOP	11	Part-time Patrol Officer
S-RC-14-081 <i>Majority Interest</i>	Prospect Heights Fire Protection District	Int'l Brotherhood of Teamsters Local 700	4/16/2014	Teamsters	9	Firefighter/Paramedic Lieutenant/Paramedic
S-RC-14-051	Emergency Telephone System Board (ETSB) Grundy County Consolidated 911 Dispatch Center	Int'l Brotherhood of Teamsters, Local 700 and Metropolitan Alliance of Police, Grundy County Consolidated 911 Dispatch Center, Chapter #681	4/21/2014	Teamsters	11	Telecommunicator
S-RD-14-005	Village of Lombard	Larry Zaremba and Service Employees Int'l Union, Local 73	4/21/2014	SEIU (Incumbent)	49	Village wide Multi-departmental Clerical/technical
S-RC-14-042 <i>Majority Interest</i>	County of Johnson and Sheriff of Johnson County	Illinois FOP Labor Council	4/24/2014	FOP	12	Deputy; Dispatcher
S-RC-14-048 <i>Majority Interest</i>	Village of Glen Carbon	Illinois FOP Labor Council	4/24/2014	FOP	6	Sergeant
S-RC-14-050 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	4/24/2014	AFSCME	1	Add to existing RC-28 unit: Administrative Assistant II (Illinois Commerce Commission)



S-RC-14-087 <i>Majority Interest</i>	Chief Judge of the 12 <sup>th</sup> Judicial Circuit	American Federation of State, County and Municipal Employees, Council 31	5/2/2014	AFSCME	2	Add to existing S-RC-14-65 Order of Protection Writer
S-RC-14-057	Village of Hazel Crest	Metropolitan Alliance of Police, Hazel Crest Patrol Officers, Chapter 702 and Int'l Brotherhood of Teamsters, Local 700	5/12/2014	MAP	21	Full-time Police Officers
S-RC-14-091 <i>Majority Interest</i>	Village of Midlothian	Int'l Union of Operating Engineers, Local 150	5/15/2014	IUOE	12	Laborer; Foreman; Mechanic/Fleet Manager
S-RC-14-063	City of Park Ridge	Teamsters, Local 700 and Illinois FOP Labor Council	5/19/2014	Teamsters (Incumbent)	40	Patrolman
L-RC-14-011 <i>Majority Interest</i>	City of Chicago	County, Municipal Employees, Supervisor's and Foremen's Local 1001; Water Pipe Extension, Bureau of Engineering Laborers Local 1092; Cement Workers Local 76; Laborers' Int'l Union of North America	5/19/2014	CMESF	3	Include in Bargaining Unit 53 Supervising Traffic Enforcement Technician
L-RC-14-012 <i>Majority Interest</i>	County of Cook (Health and Hospital Systems)	Service Employees Int'l Union, Local 73	5/29/2014	SEIU	1	Add to existing L-RC-14-002 Staffing Coordinator (Cermak)
S-RC-14-054 <i>Majority Interest</i>	Central Dispatch of West Franklin County	Int'l Brotherhood of Teamsters, Local 347	5/29/2014	Teamsters	5	Dispatcher
S-RC-14-056 <i>Majority Interest</i>	City of Auburn	Int'l Union of Operating Engineers, Local 965	5/29/2014	IUOE	6	Public Works Department Garage Laborer; Garage Laborer/Building Inspector; Garage Laborer/Dog Catcher; Sewer Plant Operator
S-RC-14-089 <i>Majority Interest</i>	Bourbonnais Township Park District	Laborers' Int'l Union of North America, Local 751	5/29/2014	Laborers'	5	Add to existing S-RC-06-151 Regular Part-time employees
S-RC-14-095 <i>Majority Interest</i>	City of Earlville	Int'l Brotherhood of Teamsters, Local 722	5/29/2014	Teamsters	12	Police Officer; Sergeant

S-RC-14-093	Chief Judge of the 16 <sup>th</sup> Judicial Circuit	Metropolitan Alliance of Police, 16 <sup>th</sup> Judicial Circuit Court Chapter 711 and Teamsters Local 330, 16 <sup>th</sup> Judicial Circuit Court Services, aff'd IBT	5/30/2014	Teamsters (Incumbent)	109	Probation Officer/Adult; Probation Officer/Juvenile; Drug Rehabilitation Court Officer; Intensive Probation Officer; Youth Counselor; CRS Officer; Homebound Officer; Electronic Monitoring Officer; Domestic Violence Officer; Administrative/Warrant Officer; Pretrial Officer; Presentence Officer; Sex Offender Officer; Delinquency Diversion Officer; Conditional Discharge Officer; Placement Coordinator; Hybrid Officer
S-RC-14-055	Village of Frankfort	Illinois FOP Labor Council and Teamsters, Local 714	6/2/2014	18	FOP	Full-time sworn peace officers
S-RC-14-059	City of Wheaton	MAP, Wheaton Patrol Officers Chapter 699 and Illinois FOP Labor Council	6/2/2014	52	MAP	Full-time sworn peace officers of the rank of Patrolman including Acting Shift Commanders (Officer-In-Charge) and probationary police officers
L-RC-14-013 <i>Majority Interest</i>	Metropolitan Water Reclamation District of Greater Chicago	Administrative District Council 1 of Illinois aff'd Int'l Union of Bricklayers and Allied Craftworkers	6/4/2014	3	Bricklayers	Bricklayers
S-RC-14-099 <i>Majority Interest</i>	City of Berwyn	Service Employees Int'l Union, Local 73	6/11/2014	30	SEIU	Add to S-RC-06-161 Community Service Officer; Animal Control Officer; Parking Enforcement Officer; Graffiti Removal Technician; Booking Officer; Lock Up Technician
S-RC-14-079 <i>Majority Interest</i>	Village of Niles	Int'l Union of Operating Engineers, Local 150	6/11/2014	IUOE	5	Sewer Manager, Shop Supervisor, Streets & Signs Manager; Water Manager, Water Plant Manager
S-RC-14-061	Village of Willow Springs	Metropolitan Alliance of Police, Willow Springs Police Chapter #597 and Illinois Council of Police	6/11/2014	MAP	10	Police Officers below the rank of Sergeant

L-RC-14-014 <i>Majority Interest</i>	City of Chicago	County, Municipal Employees, Supervisor's and Foremen's Local 1001; Water Pipe Extension, Bureau of Engineering Laborers Local 1092; Cement Workers Local 76; Laborers' Int'l Union of North America	6/11/2014	CMESF	1	Add to Bargaining Unit 53 Chief Storekeeper (Department of Aviation)
L-RC-14-015 <i>Majority Interest</i>	County of Cook (Department of Revenue)	American Federation of State, County and Municipal Employees, Council 31	6/16/2014	AFSCME	7	Add to existing L-RC-14-003 Administrative Analyst I; Investigation Analyst; Senior System Solutions Analyst; Administrative Assistant II; Revenue Assessment Analyst; Internal Auditor
S-RC-14-101 <i>Majority Interest</i>	County of Kane and Sheriff of Kane County	Teamsters Local 330	6/19/2014	Teamsters	2	Court Security Officer

### Certification of Voluntarily Recognized Representative

Case Number	Employer	Labor Organization	Date Certified	Unit Certified
S-VR-14-001	Addison Fire Protection District #1	Addison Professional Fire Fighters Union, Local #4727, IAFF	5/2/2014	Add to existing S-RC-08-061 Lieutenants

### Amendment to Certifications

Case Number	Employer	Labor Organization	Date Certified	Amendment
S-AC-14-001	Village of McCook (Fire Department)	Int'l Brotherhood of Teamsters, Local 700	03/20/2014	Change name from Int'l Brotherhood of Teamsters, Local 714 to Int'l Brotherhood of Teamsters, Local 700
S-AC-14-002	County of McLean and Sheriff of McLean County	McLean County Sheriff's Police Lodge 176, Illinois FOP Labor Council	3/20/2014	Change name from McLean County Sheriff's Police Lodge 176 to McLean County Sheriff's Police Lodge 176, Illinois FOP Labor Council

## Certifications of Gubernatorial Designation of Position excluded from Collective Bargaining

<b>Case Number</b>	<b>Employer</b>	<b>Date Certified</b>	<b>State Agency</b>	<b>No. of Positions</b>	<b>Positions</b>
S-DE-14-001	State of Illinois, DCMS	09/06/2013	Department on Aging	7	Senior Public Service Administrator Option 1
S-DE-14-002	State of Illinois, DCMS	09/06/2013	Department of Agriculture	11	Senior Public Service Administrator Options 1, 5 and 8M
S-DE-14-003	State of Illinois, DCMS	09/06/2013	Illinois Arts Council	3	Senior Public Service Administrator Option 1
S-DE-14-004	State of Illinois, DCMS	09/06/2013	Civil Service Commission	1	Senior Public Service Administrator Option 8L
S-DE-14-005	State of Illinois, DCMS	10/7/2013	Criminal Justice Information Authority	6	Senior Public Service Administrator Option 1, 2, 3, 7
S-DE-14-006	State of Illinois, DCMS	09/06/2013	Council on Developmental Disabilities	1	Senior Public Service Administrator Option 1
S-DE-14-007	State of Illinois, DCMS	09/06/2013	Department of Human Rights	7	Senior Public Service Administrator Options 1, S1, 2, and S8
S-DE-14-008	State of Illinois, DCMS	10/7/2013	Department of Commerce and Economic Opportunity	92	Senior Public Service Administrator Option 1, 2, 8C
S-DE-14-009	State of Illinois, DCMS	10/7/2013	Environmental Protection Agency	23	Senior Public Service Administrator Option 1, 2, 3, 8L
S-DE-14-010	State of Illinois, DCMS	10/7/2013	Department of Natural Resources	49	Senior Public Service Administrator Option 1, 2, 3, 4, 5, 7, 8E, 8L
S-DE-14-011	State of Illinois, DCMS	09/06/2013	Department of Military Affairs	1	Senior Public Service Administrator Option 2
S-DE-14-012	State of Illinois, DCMS	09/06/2013	Emergency Management Agency	5	Senior Public Service Administrator Option 1
S-DE-14-013	State of Illinois, DCMS	09/06/2013	Department of Insurance	20	Senior Public Service Administrator Options 1 and 2
S-DE-14-014	State of Illinois, DCMS	09/06/2013	Department of Labor	7	Senior Public Service Administrator Options 1, 2 and 8L
S-DE-14-015	State of Illinois, DCMS	09/06/2013	Gaming Board	7	Senior Public Service Administrator Options 1, 2 and 8C
S-DE-14-016	State of Illinois, DCMS	09/06/2013	Historic Preservation Agency	18	Senior Public Service Administrator Options 1, 2 and 3
S-DE-14-017	State of Illinois, DCMS	10/7/2013	Department of Public Health	77	Senior Public Service Administrator Option 1,2,3,6, 8D, 8L, 8M, 8N
S-DE-14-018	State of Illinois, DCMS	10/2/2013	Guardianship and Advocacy Commission	5	Senior Public Service Administrator Options 1, 6
S-DE-14-019	State of Illinois, DCMS	09/06/2013	Pollution Control Board	2	Senior Public Service Administrator Option 8L

S-DE-14-020	State of Illinois, DCMS	09/10/2013	State Fire Marshall	8	Senior Public Service Administrator Options 1, 2 and 8B
S-DE-14-021	State of Illinois, DCMS	10/7/2013	Department of Revenue	48	Senior Public Service Administrator Options 1, 2, 2A, 3, 7
S-DE-14-022	State of Illinois, DCMS	09/10/2013	Department of Lottery	7	Senior Public Service Administrator Options 1 and 2
S-DE-14-023	State of Illinois, DCMS	9/11/2013	Department of Financial and Professional Regulation	44	Senior Public Service Administrator Options 1, 2, 2B, 3, 7, 8L, 8N, 8R, 8Z
S-DE-14-024	State of Illinois, DCMS	09/10/2013	Workers' Compensation Commission	13	Senior Public Service Administrator Options 1, 1S, 2, 3, 8L
S-DE-14-025	State of Illinois, DCMS	09/10/2013	State Employees Retirement System	4	Senior Public Service Administrator Options 1 and 2
S-DE-14-026	State of Illinois, DCMS	10/7/2013	Department of Corrections	31	Senior Public Service Administrator Options 1, 2, 6, 8K, 8N
S-DE-14-027	State of Illinois, DCMS	09/10/2013	Department of Juvenile Justice	5	Senior Public Service Administrator Options 1, 6, 8F, 8T
S-DE-14-028	State of Illinois, DCMS	10/07/2013	Department of Central Management Services	96	Senior Public Service Administrator Options 1, 2, 3, 8A, and 8L
S-DE-14-029	State of Illinois, DCMS	10/8/2013	Department of Children and Family Services	92	Senior Public Service Administrator Options 1, 2, 3, 6, 8C, 8S
S-DE-14-030	State of Illinois, DCMS	10/07/2013	Department of Employment Security	66	Senior Public Service Administrator Options 1, 2, 3 and 8L
S-DE-14-031	State of Illinois, DCMS	10/07/2013	Illinois State Police	17	Senior Public Service Administrator Options 1, 2, 3
S-DE-14-032	State of Illinois, DCMS	10/07/2013	Department of Healthcare and Family Services	142	Senior Public Service Administrator Options 1, S1, 2, 3, 7, 8C, 8L, 8N
S-DE-14-034	State of Illinois, DCMS	10/07/2013	Department of Veteran Affairs	15	Senior Public Service Administrator Options 1, 6, 8L, 8N, 8Q
S-DE-14-035	State of Illinois, DCMS	09/10/2013	Department of Corrections	96	Senior Public Service Administrator Option 7
S-DE-14-036	State of Illinois, DCMS	09/10/2013	Illinois State Police	13	Senior Public Service Administrator Option 7
S-DE-14-037	State of Illinois, DCMS	09/10/2013	Department of Juvenile Justice	22	Senior Public Service Administrator Option 7
S-DE-14-038	State of Illinois, DCMS	09/10/2013	State Board of Investment	2	Senior Public Service Administrator Options 2 and 3
S-DE-14-039 S-DE-14-040 S-DE-14-041 S-DE-14-042 S-DE-14-043 S-DE-14-044 S-DE-14-045	State of Illinois, DCMS	10/07/2013	Department of Human Services	223	Senior Public Service Administrator Options 1, MCI, S1, 2, 3, 6, SS6, 7, 8F, 8K, 8L, M8T, 8N, 8O, 8Q, 8S, 8T
S-DE-14-046	State of Illinois, DCMS	10/15/2013	Various Agencies	36	Private Secretary 1 and 2

S-DE-14-048	State of Illinois, DCMS	09/12/2013	Illinois Commerce Commission	1	Assistant Police Chief
S-DE-14-049	State of Illinois, DCMS	09/19/2013	Department of Agriculture	2	Foreign Service Economic Development Executive I
S-DE-14-050	State of Illinois, DCMS	10/21/2013	Department of Agriculture	1	Public Service Administrator Option 8L
S-DE-14-051	State of Illinois, DCMS	10/21/2013	Department of Central Management Services	11	Public Service Administrator Options 1 & 2
S-DE-14-052	State of Illinois, DCMS	09/19/2013	Department of Commerce and Economic Opportunity	5	Foreign Service Economic Development Executive II
S-DE-14-053	State of Illinois, DCMS	10/20/2013	Department of Commerce and Economic Opportunity	5	Public Service Administrator Option 8L
S-DE-14-054	State of Illinois, DCMS	09/19/2013	Department of Corrections	1	Medical Administrator 4
S-DE-14-055	State of Illinois, DCMS	10/20/2013	Department of Corrections	3	Public Service Administrator Options 6 and 8N
S-DE-14-056	State of Illinois, DCMS	09/19/2013	Department of Human Services	30	Medical Administrator I, Options C and D; Medical Administrator II Options C and D; Medical Administrator III Options C and D;
S-DE-14-057	State of Illinois, DCMS	10/20/2013	Department of Human Services	5	Public Service Administrator Options 1 and 2
S-DE-14-058	State of Illinois, DCMS	10/20/2013	Department of Human Services	16	Public Service Administrator Option 8L
S-DE-14-059	State of Illinois, DCMS	09/19/2013	Emergency Management Agency	1	Nuclear Safety Administrative Officer I
S-DE-14-060	State of Illinois, DCMS	09/19/2013	Emergency Management Agency	3	Nuclear Safety Engineer II
S-DE-14-061	State of Illinois, DCMS	10/20/2013	Emergency Management Agency	2	Nuclear Safety Health Physicist II
S-DE-14-062	State of Illinois, DCMS	09/19/2013	Emergency Management Agency	1	Nuclear Safety Manager I
S-DE-14-063	State of Illinois, DCMS	10/21/2013	Emergency Management Agency	1	Public Service Administrator Option 1
S-DE-14-064	State of Illinois, DCMS	09/19/2013	Department of Employment Security	36	Public Service Administrator Options 1, PO1, SS1
S-DE-14-065	State of Illinois, DCMS	10/20/2013	Department of Employment Security	6	Public Service Administrator Option 2
S-DE-14-066	State of Illinois, DCMS	10/20/2013	Department of Employment Security	7	Public Service Administrator Option 8L
S-DE-14-067	State of Illinois, DCMS	09/19/2013	Healthcare and Family Services	2	Public Service Administrator Options 7 and 8P

S-DE-14-068	State of Illinois, DCMS	09/19/2013	Historic Preservation Agency	2	Historical Research Specialist
S-DE-14-069	State of Illinois, DCMS	09/19/2013	Department of Transportation	4	Geologist IV
S-DE-14-070	State of Illinois, DCMS	10/8/2013	Department of Transportation	2	Land Surveyor V
S-DE-14-071	State of Illinois, DCMS	09/19/2013	Department of Transportation	7	Technical Manager VII
S-DE-14-072	State of Illinois, DCMS	09/19/2013	Department of Insurance	1	Public Service Administrator Option 1
S-DE-14-073	State of Illinois, DCMS	09/19/2013	Illinois State Police	1	Public Service Administrator Option 1
S-DE-14-074	State of Illinois, DCMS	10/20/2013	Illinois State Police	1	Public Service Administrator Option 2
S-DE-14-075	State of Illinois, DCMS	09/19/2013	Illinois State Police	2	Public Service Administrator Option 7
S-DE-14-076	State of Illinois, DCMS	09/19/2013	Illinois State Police	1	Public Service Administrator Option 8L
S-DE-14-078	State of Illinois, DCMS	09/19/2013	Prisoner Review Board	1	Public Service Administrator Option 8L
S-DE-14-079	State of Illinois, DCMS	09/19/2013	Department of Public Health	6	Medical Administrator 1, 2, and 3
S-DE-14-080	State of Illinois, DCMS	09/19/2013	Department of Revenue	2	Public Service Administrator Option 1
S-DE-14-081	State of Illinois, DCMS	10/20/2013	Department of Revenue	9	Public Service Administrator Option 2
S-DE-14-082	State of Illinois, DCMS	10/20/2013	Department of Veteran Affairs	4	Public Service Administrator Option 2
S-DE-14-084	State of Illinois, DCMS	10/21/2013	Department of Natural Resources	4	Public Service Administrator Option 8L
S-DE-14-085	State of Illinois, DCMS	09/24/2013	Department of Employment Security	1	Public Service Administrator Option 1
S-DE-14-087	State of Illinois, DCMS	09/23/2013	Pollution Control Board	2	Private Secretary II
S-DE-14-088	State of Illinois, DCMS	09/23/2013	Department of Revenue	3	Senior Public Service Administrator Option 1
S-DE-14-089	State of Illinois, DCMS	10/21/2013	Department of Healthcare and Family Services	5	Senior Public Service Administrator Options 1 & 8
S-DE-14-090	State of Illinois, DCMS	09/23/2013	Department of Commerce and Economic Opportunity	1	Senior Public Service Administrator Option 1
S-DE-14-091	State of Illinois, DCMS	09/23/2013	Department of Healthcare and Family Services	3	Senior Public Service Administrator Option 3

S-DE-14-092	State of Illinois, DCMS	11/15/2013	Departments of Agriculture, Employment Security, Lottery, Revenue; Historic Preservation Agency; Human Rights Commission; Investment; Pollution Control Board	9	Private Secretary I
S-DE-14-093	State of Illinois, DCMS	11/15/2013	Pollution Control Board	3	Private Secretary I
S-DE-14-094	State of Illinois, DCMS	11/15/2013	Pollution Control Board	2	Private Secretary II
S-DE-14-095	State of Illinois, DCMS	11/15/2013	Departments of Agriculture, Financial and Professional Regulation, Human Rights, Lottery, Veterans Affairs; and Illinois Emergency Management Agency; Property Tax Appeal Board	7	Public Service Administrator Option 1
S-DE-14-096	State of Illinois, DCMS	10/7/2013	Department of Natural Resources	7	Senior Public Service Administrator Option 7
S-DE-14-098	State of Illinois, DCMS	11/15/2013	Departments of Commerce and Economic Opportunity, Revenue and Public Health; Environmental Protection Agency; Illinois Gaming Board	7	Senior Public Administrator Options 4, 7, 8H
S-DE-14-099	State of Illinois, DCMS	11/15/2013	Departments of Corrections, Commerce and Economic Opportunity, Children and Family Services, Employment Security, Financial and Professional Regulations, Natural Resources, Insurance, Revenue, Veterans Affairs; and Office of the State Fire Marshall	19	Public Service Administrator Options 1, 2
S-DE-14-100	State of Illinois, DCMS	10/16/2013	Department of Commerce and Economic Opportunity	4	Senior Public Service Administrator Option 4
S-DE-14-101	State of Illinois, DCMS	11/20/2013	Departments of Central Management Services, Employment Security, Human Services and Corrections	7	Senior Public Service Administrator Option 3
S-DE-14-102	State of Illinois, DCMS	11/20/2013	Department of Central Management Services	1	Senior Public Service Administrator, Option 3
S-DE-14-103	State of Illinois, DCMS	11/20/2013	Department of Revenue	2	Senior Public Service Administrator Option 8L
S-DE-14-104	State of Illinois, DCMS	11/20/2013	Department of Revenue	7	Senior Public Service Administrator Option 3



S-DE-14-105	State of Illinois, DCMS	11/20/2013	Department of Insurance	1	Senior Public Service Administrator Option 3
S-DE-14-106	State of Illinois, DCMS	11/20/2013	Department of Human Services	1	Senior Public Service Administrator Option 3
S-DE-14-107	State of Illinois, DCMS	11/20/2013	Illinois State Police	6	Senior Public Service Administrator, Option 7
S-DE-14-108	State of Illinois, DCMS	11/20/2013	Illinois Gaming Board	1	Senior Public Service Administrator, Option 7
S-DE-14-109	State of Illinois, DCMS	11/27/2013	Department of Healthcare and Family Services	11	Senior Public Service Administrator Option 3
S-DE-14-110	State of Illinois, DCMS	11/20/2013	Illinois State Police	2	Senior Public Service Administrator, Option 3
S-DE-14-111	State of Illinois, DCMS	11/27/2013	Department of Public Health	7	Senior Public Service Administrator Option 8H
S-DE-14-112	State of Illinois, DCMS	11/27/2013	Environmental Protection Agency	35	Senior Public Service Administrator Option 4
S-DE-14-113	State of Illinois, DCMS	11/20/2013	Illinois Arts Council	1	Public Service Administrator Option 1
S-DE-14-114	State of Illinois, DCMS	12/30/2013	Capital Development Board	6	Administrator
S-DE-14-115	State of Illinois, DCMS	1/7/2014	Department of Commerce and Economic Opportunity	40	Public Service Administrator Options 1, 2, PO1, SS1, CH1, 8C
S-DE-14-116	State of Illinois, DCMS	1/7/2014	Department of Central Management Services	66	Public Service Administrator Options 1, 2, 8L, 9B; Human Resource Specialist
S-DE-14-117	State of Illinois, DCMS	1/13/2014	Department of Military Affairs	5	Public Service Administrator, Options 1 & 2; Military Facilities Officer I
S-DE-14-118	State of Illinois, DCMS	12/9/2013	Department of Labor	4	Public Service Administrator Option 1
S-DE-14-119	State of Illinois, DCMS	12/12/2013	Environmental Protection Agency	6	Public Service Administrator Option 1
S-DE-14-120	State of Illinois, DCMS	1/13/2014	Department of Transportation	1	Public Service Administrator Option 8F
S-DE-14-121	State of Illinois, DCMS	1/13/2014	Illinois Gaming Board	5	Public Service Administrator Options 1, 2, 7 & 8L
S-DE-14-122	State of Illinois, DCMS	1/13/2014	Department of Employment Security	58	Public Service Administrator Option 1
S-DE-14-123	State of Illinois, DCMS	1/13/2014	Department of Employment Security	16	Public Service Administrator Option 2
S-DE-14-124	State of Illinois, DCMS	1/13/2014	Department of Employment Security	1	Security Field Office Supervisor
S-DE-14-125	State of Illinois, DCMS	1/13/2014	Illinois Council on Developmental Disabilities	4	Public Service Administrator Option 6
S-DE-14-126	State of Illinois, DCMS	1/14/2014	Department on Aging	6	Public Service Administrator Options 1, 2 & 6

S-DE-14-127	State of Illinois, DCMS	1/13/2014	Illinois Criminal Justice Information Authority	4	Public Service Administrator Option 1, 7
S-DE-14-128	State of Illinois, DCMS	1/13/2014	Workers' Compensation Commission	5	Public Service Administrator Option 1
S-DE-14-129	State of Illinois, DCMS	1/16/2014	Guardianship and Advocacy Commission	2	Public Service Administrator Options 2, 8L
S-DE-14-130	State of Illinois, DCMS	12/18/2013	State Employees Retirement System	2	Public Service Administrator Option 2
S-DE-14-131	State of Illinois, DCMS	1/21/2014	State Fire Marshall	5	Public Service Administrator Option 1
S-DE-14-132	State of Illinois, DCMS	1/21/2014	Department of Agriculture	8	Public Service Administrator Option 1
S-DE-14-133	State of Illinois, DCMS	12/18/2013	Department of Agriculture	1	Public Service Administrator Option 2
S-DE-14-134	State of Illinois, DCMS	1/21/2014	Emergency Management Agency	6	Public Service Administrator Option 1
S-DE-14-135	State of Illinois, DCMS	1/21/2014	Emergency Management Agency	2	Public Service Administrator Option 2
S-DE-14-136	State of Illinois, DCMS	1/21/2014	Emergency Management Agency	3	Nuclear Safety Administrator I
S-DE-14-137	State of Illinois, DCMS	1/21/2014	Department of Insurance	5	Public Service Administrator Option 2
S-DE-14-138	State of Illinois, DCMS	1/21/2014	Department of Insurance	2	Actuary III
S-DE-14-140	State of Illinois, DCMS	1/21/2014	Department of Natural Resources	12	Public Service Administrator Option 1
S-DE-14-141	State of Illinois, DCMS	1/21/2014	Department of Natural Resources	2	Public Service Administrator Option 2
S-DE-14-142	State of Illinois, DCMS	1/21/2014	Department of Natural Resources	3	Human Resource Specialist
S-DE-14-143	State of Illinois, DCMS	2/7/2014	Department of Human Services	1	Public Service Administrator Options 8L
S-DE-14-144	State of Illinois, DCMS	3/10/2014	Department of Natural Resources	1	Public Service Administrator Option 1
S-DE-14-145	State of Illinois, DCMS	3/10/2014	Department of Natural Resources	1	Public Service Administrator Option 2
S-DE-14-146	State of Illinois, DCMS	3/10/2014	Department of Central Management Services	2	Public Service Administrator Option 1
S-DE-14-147	State of Illinois, DCMS	2/6/2014	Department of Central Management Services	1	Public Service Administrator Option 1
S-DE-14-150	State of Illinois, DCMS	3/10/2014	Guardianship and Advocacy Commission	3	Public Service Administrator Option 6
S-DE-14-151	State of Illinois, DCMS	3/10/2014	Guardianship and Advocacy Commission	1	Public Service Administrator Option 8L

S-DE-14-152	State of Illinois, DCMS	3/10/2014	Illinois Commerce Commission	1	Homeland Security Director
S-DE-14-153	State of Illinois, DCMS	3/5/2014	Department of Lottery	7	Public Service Administrator Option 1
S-DE-14-154	State of Illinois, DCMS	3/5/2014	Department of Lottery	1	Public Service Administrator Option 2
S-DE-14-155	State of Illinois, DCMS	3/10/2014	Historic Preservation Agency	8	Public Service Administrator Option 1
S-DE-14-156	State of Illinois, DCMS	3/10/2014	Historic Preservation Agency	1	Historical Library Chief of Acquisitions
S-DE-14-157	State of Illinois, DCMS	3/10/2014	Historic Preservation Agency	3	Public Service Administrator Option 2
S-DE-14-158	State of Illinois, DCMS	3/10/2014	Illinois Racing Board	2	Chief State Veterinarian
S-DE-14-159	State of Illinois, DCMS	3/10/2014	Department of Public Health	4	Public Service Administrator Option 1
S-DE-14-160	State of Illinois, DCMS	3/10/2014	Department of Public Health	1	Public Service Administrator Option 2
S-DE-14-161	State of Illinois, DCMS	3/10/2014	Department of Human Services	17	Public Service Administrator Option 6
S-DE-14-162	State of Illinois, DCMS	3/14/2014	Department of Financial and Professional Regulation	1	Public Service Administrator Option 1
S-DE-14-163	State of Illinois, DCMS	3/14/2014	Department of Financial and Professional Regulation	7	Public Service Administrator Option 2
S-DE-14-164	State of Illinois, DCMS	3/10/2014	Department of Children and Family Services	15	Public Service Administrator Option 1
S-DE-14-165	State of Illinois, DCMS	3/10/2014	Department of Children and Family Services	12	Public Service Administrator Option 2
S-DE-14-166	State of Illinois, DCMS	3/10/2014	Department of Children and Family Services	1	Public Service Administrator Option 8N
S-DE-14-167	State of Illinois, DCMS	2/6/2014	Department of Children and Family Services	2	Public Service Administrator Option 9A
S-DE-14-168	State of Illinois, DCMS	3/17/2014	Department of Children and Family Services	26	Public Service Administrator Option 6
S-DE-14-169	State of Illinois, DCMS	3/17/2014	Department of Children and Family Services	44	Public Service Administrator Option 8L
S-DE-14-170	State of Illinois, DCMS	3/17/2014	Department of Healthcare and Family Services	53	Public Service Administrator Option 1
S-DE-14-171	State of Illinois, DCMS	3/17/2014	Department of Healthcare and Family Services	6	Public Service Administrator Option 2
S-DE-14-172	State of Illinois, DCMS	3/17/2014	Department of Healthcare and Family Services	4	Public Service Administrator Option 6

S-DE-14-173	State of Illinois, DCMS	3/17/2014	Department of Healthcare and Family Services	16	Public Service Administrator Option 8L
S-DE-14-174	State of Illinois, DCMS	2/6/2014	Department of Healthcare and Family Services	1	Public Service Administrator Option 7
S-DE-14-175	State of Illinois, DCMS	3/17/2014	Department of Healthcare and Family Services	7	Public Service Administrator Option 8N
S-DE-14-176	State of Illinois, DCMS	3/17/2014	Illinois State Police	17	Public Service Administrator Option 1
S-DE-14-177	State of Illinois, DCMS	3/17/2014	Illinois State Police	3	Public Service Administrator Option 2
S-DE-14-178	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	2	Dietary Manager I
S-DE-14-179	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	3	Dietary Manager II
S-DE-14-180	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	4	Health Information Administrator
S-DE-14-181	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	1	Laundry Manager I
S-DE-14-182	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	9	Public Service Administrator Option 1
S-DE-14-183	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	2	Public Service Administrator Option 2
S-DE-14-184	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	1	Public Service Administrator Option 6
S-DE-14-185	State of Illinois, DCMS	3/17/2014	Department of Veterans' Affairs	1	Public Service Administrator Option 8S
S-DE-14-186	State of Illinois, DCMS	3/18/2014	Department of Corrections	82	Public Service Administrator Option 1
S-DE-14-187	State of Illinois, DCMS	3/18/2014	Department of Corrections	13	Public Service Administrator Option 2
S-DE-14-188	State of Illinois, DCMS	3/18/2014	Department of Corrections	3	Public Service Administrator Option 6
S-DE-14-189	State of Illinois, DCMS	3/18/2014	Department of Corrections	6	Public Service Administrator Option 8C
S-DE-14-190	State of Illinois, DCMS	3/18/2014	Department of Corrections	35	Public Service Administrator Option 8N
S-DE-14-191	State of Illinois, DCMS	3/18/2014	Department of Corrections	13	Public Service Administrator Option 8T
S-DE-14-192	State of Illinois, DCMS	3/13/2014	Department of Juvenile Justice	1	Public Service Administrator Option 1
S-DE-14-193	State of Illinois, DCMS	3/18/2014	Department of Juvenile Justice	1	Public Service Administrator Option 6

S-DE-14-194	State of Illinois, DCMS	3/18/2014	Department of Juvenile Justice	7	Public Service Administrator Option 8N
S-DE-14-195	State of Illinois, DCMS	3/5/2014	Juvenile Justice	8	Public Service Administrator Option 8T
S-DE-14-196	State of Illinois, DCMS	3/25/2014	Property Tax Appeal Board	1	Public Service Administrator Option 2
S-DE-14-197	State of Illinois, DCMS	3/25/2014	Law Enforcement Training and Standards Board	1	Public Service Administrator Option 1
S-DE-14-198	State of Illinois, DCMS	3/25/2014	Department on Aging	1	Public Service Administrator Option 1
S-DE-14-199	State of Illinois, DCMS	3/25/2014	Department on Aging	1	Public Service Administrator Option 6
S-DE-14-200	State of Illinois, DCMS	3/25/2014	Department of Commerce and Economic Opportunity	1	Senior Public Service Administrator Option 3
S-DE-14-201	State of Illinois, DCMS	3/26/2014	Department of Agriculture	1	Public Service Administrator Option 1
S-DE-14-202	State of Illinois, DCMS	4/4/2014	Department of Revenue	34	Public Service Administrator Option 1
S-DE-14-203	State of Illinois, DCMS	4/4/2014	Department of Revenue	7	Public Service Administrator Option 7
S-DE-14-204	State of Illinois, DCMS	4/4/2014	Department of Revenue	1	Public Service Administrator Option 8L
S-DE-14-205	State of Illinois, DCMS	4/4/2014	Department of Revenue	1	Public Service Administrator Option 9A
S-DE-14-206	State of Illinois, DCMS	4/4/2014	Department of Revenue	1	Public Service Administrator Option 9B
S-DE-14-208	State of Illinois, DCMS	4/4/2014	Illinois State Police	1	Public Service Administrator Option 1
S-DE-14-209	State of Illinois, DCMS	4/4/2014	Illinois Commerce Commission	2	Administrative Law Judge V - ALJ
S-DE-14-210	State of Illinois, DCMS	3/5/2014	Department of Corrections	1	Public Service Administrator Option 7
S-DE-14-211	State of Illinois, DCMS	4/8/2014	Department of Human Services	31	Public Service Administrator Option 2
S-DE-14-212	State of Illinois, DCMS	4/8/2014	Department of Human Services	2	Public Service Administrator Option 8C
S-DE-14-213	State of Illinois, DCMS	4/8/2014	Department of Human Services	3	Public Service Administrator Option 8S
S-DE-14-214	State of Illinois, DCMS	4/8/2014	Department of Human Services	9	Public Service Administrator Option 8T
S-DE-14-215	State of Illinois, DCMS	4/7/2014	Department of Revenue	75	Public Service Administrator Option 2
S-DE-14-216	State of Illinois, DCMS	4/7/2014	Department of Corrections	7	Public Service Administrator Option 1

S-DE-14-217	State of Illinois, DCMS	4/7/2014	Department of Corrections	2	Public Service Administrator Option 8N
S-DE-14-218	State of Illinois, DCMS	4/7/2014	Department of Corrections	1	Public Service Administrator Option 8T
S-DE-14-219	State of Illinois, DCMS	3/5/2014	Department of Healthcare and Family Services	1	Public Service Administrator Option 8L
S-DE-14-220	State of Illinois, DCMS	4/7/2014	Department of Human Services	1	Public Service Administrator Option 8L
S-DE-14-221	State of Illinois, DCMS	4/7/2014	Department of Human Services	201	Public Service Administrator Option 6
S-DE-14-222	State of Illinois, DCMS	4/11/2014	Department of Human Services	1	Public Service Administrator Option 1
S-DE-14-223	State of Illinois, DCMS	4/4/2014	Department of Human Services	79	Public Service Administrator Option 8N
S-DE-14-224	State of Illinois, DCMS	4/21/2014	Department of Agriculture	2	Public Service Administrator Option 1
S-DE-14-225	State of Illinois, DCMS	4/8/2014	Department of Human Services	1	Public Service Administrator Option 2
S-DE-14-226	State of Illinois, DCMS	4/28/2014	Department of Human Services	2	Public Service Administrator Option 6
S-DE-14-227	State of Illinois, DCMS	4/28/2014	Department of Human Services	1	Public Service Administrator Option 8S
S-DE-14-228	State of Illinois, DCMS	4/28/2014	Department of Human Services	1	Public Service Administrator Option 6
S-DE-14-229	State of Illinois, DCMS	4/28/2014	Department of Financial and Professional Regulations	2	Public Service Administrator Option 1
S-DE-14-230	State of Illinois, DCMS	4/28/2014	Department of Children and Family Services	5	Public Service Administrator Option 1
S-DE-14-231	State of Illinois, DCMS	4/28/2014	Department of Children and Family Services	2	Public Service Administrator Option 2
S-DE-14-232	State of Illinois, DCMS	5/15/2014	Department of Children and Family Services	85	Public Service Administrator Option 6
S-DE-14-233	State of Illinois, DCMS	5/19/2014	Pollution Control Board	1	Public Service Administrator Option 8C
S-DE-14-234	State of Illinois, DCMS	5/19/2014	Department of Healthcare and Family Services	8	Public Service Administrator Option 1
S-DE-14-235	State of Illinois, DCMS	5/19/2014	Department of Healthcare and Family Services	4	Public Service Administrator Option 2
S-DE-14-236	State of Illinois, DCMS	5/19/2014	Department of Healthcare and Family Services	7	Public Service Administrator Option 8N
S-DE-14-237	State of Illinois, DCMS	4/28/2014	Illinois State Police	8	Public Service Administrator Option 1
S-DE-14-238	State of Illinois, DCMS	4/28/2014	Illinois State Police	3	Public Service Administrator Option 2

S-DE-14-239	State of Illinois, DCMS	5/20/2014	Department of Public Health	8	Senior Public Service Administrator Option 4
S-DE-14-240	State of Illinois, DCMS	5/20/2014	Department of Employment Security	1	Public Service Administrator Option 1
S-DE-14-241	State of Illinois, DCMS	5/20/2014	Department of Employment Security	3	Public Service Administrator Option 2C
S-DE-14-242	State of Illinois, DCMS	5/20/2014	Department of Lottery	1	Public Service Administrator Option 1
S-DE-14-243	State of Illinois, DCMS	5/20/2014	Department on Aging	3	Public Service Administrator Option 1
S-DE-14-244	State of Illinois, DCMS	5/22/2014	Department of Healthcare and Family Services	3	Public Service Administrator Option 1
S-DE-14-245	State of Illinois, DCMS	5/22/2014	Criminal Just Information Authority	1	Public Service Administrator Option 1
S-DE-14-246	State of Illinois, DCMS	5/22/2014	Department of Corrections	1	Public Service Administrator Option 1
S-DE-14-248	State of Illinois, DCMS	5/22/2014	Department of Corrections	1	Public Service Administrator Option 9B
S-DE-14-249	State of Illinois, DCMS	5/22/2014	Department of Central Management Services	3	Public Service Administrator Option 8L
S-DE-14-250	State of Illinois, DCMS	5/22/2014	Department of Insurance	1	Public Service Administrator Option 9B
S-DE-14-252	State of Illinois, DCMS	5/8/2014	Department of Military Affairs	7	Military Anti-Terrorism Program Coordinator; Military Crash, Fire, Rescue III; Military Electronic Security Tech II; Military Electronic Security Tech III; Military Facilities Officer II; Military Judge Advocate; Military Personnel Officer I
S-DE-14-253	State of Illinois, DCMS	5/22/2014	Department of Commerce and Economic Opportunity	1	Public Service Administrator Option 1
S-DE-14-254	State of Illinois, DCMS	5/8/2014	Department of Transportation	34	Operations Supervisor II
S-DE-14-255	State of Illinois, DCMS	5/8/2014	Department of Transportation	75	Operations Supervisor I
S-DE-14-256	State of Illinois, DCMS	5/22/2014	Department of Employment Security	2	Public Service Administrator Option 1

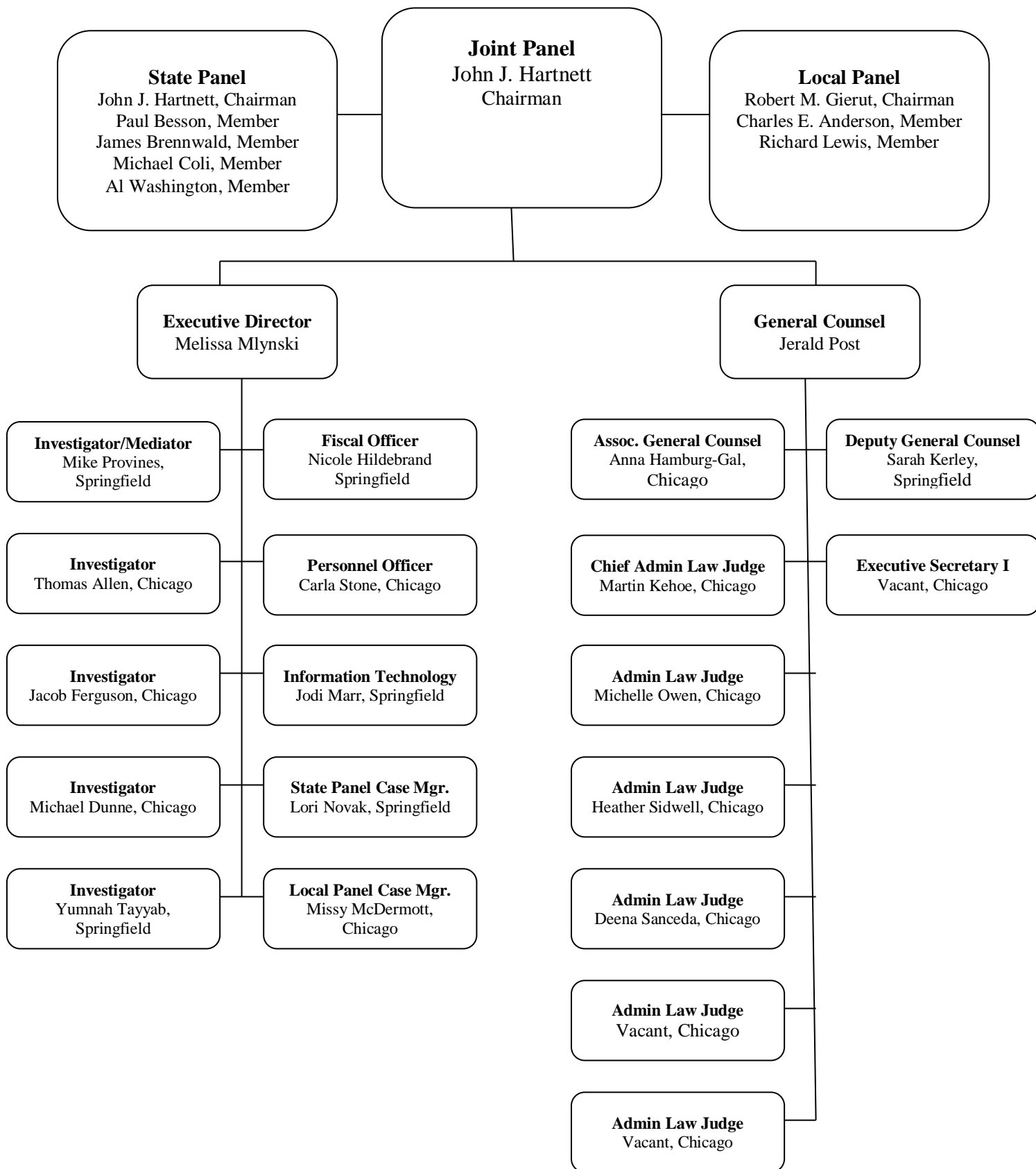
## Revocation of Certifications

Case Number	Employer	Labor Organization	Date Certified	Unit Type
S-RC-10-196	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	8/12/2013	Exclude from RC-10 Public Service Administrator, Option 8L (Employed at Pollution Control Board)
S-DD-14-002	County of Jasper and Sheriff of Jasper County	Laborers' Int'l Union of North America, Local 1280	10/4/2013	S-RC-00-022 All regular full-time positions below Chief Deputy in the positions of Dispatcher, Dispatch Supervisor, Deputy Sheriff, Correctional Officer and Chief Correctional Officer
S-DD-14-004	Chief Judge of the 8 <sup>th</sup> Judicial Circuit (Adams County Juvenile Detention)	Int'l Association of Machinists and Aerospace Workers District 9	10/16/2013	S-RC-96-104 All regular part-time and full-time employees of the Chief Judge of the Eighth Judicial Circuit employed at the Adams County Juvenile Detention Center in the following positions: Cook; Office Administrator; Custodian; Detention Officer
S-DD-14-001	Village of Wheeling (Department of Public Works)	Int'l Union of Operating Engineers, Local 150	10/29/2013	Maintenance Operator; Crew Leader; Mechanic; Coating Specialist/Maintenance Operator; Forester/Maintenance Operator; Water Operator
S-DD-14-003	City of Waukegan	American Federation of State, County and Municipal Employees, Council 31	10/29/2013	Laborer I; Laborer II; Laborer III; Maintenance Worker I; Maintenance Worker II; Maintenance Worker III; Custodian I; Custodian II; Custodian III; Police Auxiliary I; Police Auxiliary II and Police Auxiliary III
S-RC-08-130 Partial Revocation	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	11/12/2013	Public Service Administrator, Option 8L Health Care and Family Services
S-DD-14-006	Pike County Housing Authority	Int'l Union of Operating Engineers, Local 965	1/8/2014	S-UC-13-020 All persons employed full and part-time by the Pike County Housing Authority in the following titles: Maintenance Supervisor; Maintenance Technician ("Maintenance man"); Occupancy Specialist; Bookkeeper/Accounts Payable; Receptionist; Office Manager; Administrative Assistant
S-RC-09-038	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	1/24/2014	Senior Public Service Administration, Option 8E
S-RC-09-060	State of Illinois, Department of Central Management Services	Illinois State Employees Association/Laborers' Int'l Union, Local 2002	1/24/2014	Senior Public Service Administration, Option 8E



S-DD-14-005	Village of Dolton	Policemen's Benevolent Labor Committee	3/13/2014	S-VR-97-005 All full-time sworn Police Officers in the rank of Sergeant and Lieutenant
S-UC-13-045	City of South Beloit	Illinois Council of Police	4/17/2014	S-RC-08-005 Police Officers holding the rank of Sergeant
S-DD-14-007	Village of Brookfield	Service Employees Int'l Union, Local 73	4/23/2014	S-UC-07-047 Administrative Assistant; Office Assistant I and II; Building Inspector; Account Associate and Computer Operator
S-DD-14-008	West Franklin County Central Dispatch	Laborers' Int'l Union of North America, Local 773	5/1/2014	S-RC-07-128 All full-time and part-time employees
S-DD-14-009	Village of South Elgin	Metropolitan Alliance of Police, South Elgin Police Civilians Chapter #573	5/6/2014	S-RC-10-047 Telecommunicator or Public Safety Aide
S-DD-14-011	Village of Libertyville	Service Employees Int'l Union, Local 73	6/2/2014	S-RC-12-103 Public Works employees
S-DD-14-013	Village of Robbins	Illinois Council of Police	6/20/2014	S-RC-11-075 Part-time police officers below the rank of sergeant
S-DD-14-010	City of Danville (Danville Mass Transit District)	Laborers' Int'l Union of North America, Local 703	6/23/2014	S-AC-01-002 full-time drivers, extra board drivers, utility workers and mechanics

# Illinois Labor Relations Board



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