



Illinois Labor Relations Board

**2007
ANNUAL REPORT**

Illinois Labor Relations Board

Chairman:
Jackie Gallagher

State Panel:
Michael G. Coll
Michael J. Hade
Charles Hernandez
Rex Piper

Local Panel:
Charles Anderson
Edward E. Sadlowski

Executive Director:
John Brosnan

To the Honorable Rod Blagojevich, Governor of the State of Illinois, the Honorable Emil Jones, Jr., President of the Illinois Senate, the Honorable Michael J. Madigan, Speaker of the Illinois House, and the Honorable members of the Illinois General Assembly:

This 23rd annual report of the Illinois Labor Relations Board (ILRB) provides an overview of decisions rendered, statistics of case activity, relevant court decisions, our budget and staffing from July 1, 2006 through June 30, 2007.

ILRB offices are located in Springfield and Chicago. Once two separate boards, local and state, the ILRB now consists of two panels with four members on the State Panel and two members on the Local Panel. The seventh member is the chairman of both panels. 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.

The evolution of the ILRB can be demonstrated by comparing caseload and staffing in FY 1997 and FY 2006. In 1997, a total of 672 cases were handled by a staff of 29. In 2006, a total of 941 cases were heard while the staff had dropped to 18. Time and money are being saved by limiting most hearings to three days. Expenses for state-paid conferences have been drastically reduced. Our hard working staff (which cannot participate in collective bargaining) received well-earned pay raises this year without breaking the budget.

The Illinois Labor Relations Board is grateful to Governor Rod Blagojevich, Chicago Mayor Richard M. Daley and Cook County President Todd Stroger for giving us the responsibility to help maintain a positive relationship between public employers and their employees.

Sincerely,


Jackie Gallagher
Chairman

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JURISDICTION OF THE BOARD

The Illinois Public Labor Relations Act, 5 ILCS 315 (2004), as amended, enacted into law as Public Act 83-1012, effective July 1, 1984, and last amended effective June 1, 2005, 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 the resolution of disputes arising under collective bargaining agreements. Also, as amended, it determines through an administrative adjudicative process whether certain police officers have committed perjury in homicide proceedings that could result in decertification.

On July 9, 2000, amendments to the Illinois Public Labor Relations Act took effect, dissolving the Illinois State Labor Relations Board and the Illinois Local Labor Relations Board and transferring their jurisdiction and authority to the State Panel and Local Panel of the newly-created Illinois Labor Relations Board.

During FY 04, two legislative mandates amending the Act were signed into law. On August 5, 2003, Governor Blagojevich signed Public Act 93-444 known as the "card check" law which allows unions to become certified, without an election, by showing through signed cards or petitions that they represent a majority of any bargaining unit.

On January 20, 2004, Governor Blagojevich signed Public Act 93-0655, which constitutes the state's most comprehensive death penalty reform package. Part of this law made amendments to Section 6.1 of the Illinois Police Training Act. Under these amendments the ILRB State Panel has been mandated to determine cause for police decertification.

The State Panel has jurisdiction over all public, non-educational employers and employees in the State of Illinois, counties and municipalities with populations not in excess of two million persons, and including 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 (ILCS, ch. 48, pars. 1701 *et seq.*), the Illinois Public Labor Relations Act is the first comprehensive statutory regulation of public sector collective bargaining in Illinois history. It has many similarities to the National Labor Relations Act, which regulates collective bargaining matters in the private sector, and to the laws of numerous other states which regulate collective bargaining in the public sector.

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

1. Rendering determinations on all charges alleging unfair labor practices under the Act, after either investigation or hearing;

2. Processing petitions seeking the certification or decertification of collective bargaining representatives of public employees, and conducting hearings and elections upon such petitions;
3. Processing petitions to modify or clarify bargaining units and certifications of bargaining units;
4. Providing rosters of mediators, fact-finders, and arbitrators to all parties covered by the Act in order to assist in resolving collective bargaining impasses and grievance disputes; and
5. 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.
6. Conducting administrative hearings to determine whether certain police officers have committed perjury in homicide proceedings such that they should be decertified.

Illinois Labor Relations Board

Jackie Gallagher, Chairman
Arlington Heights

STATE PANEL

Michael G. Coli
Crystal Lake

Michael Hade
Springfield

Charles Hernandez
Batavia

Rex Piper
Energy

LOCAL PANEL

Charles Anderson
Chicago

Edward Sadlowski
Chicago

ILLINOIS LABOR RELATIONS BOARD STAFF

EXECUTIVE DIRECTOR

John Brosnan

PERSONNEL OFFICER

Carla Stone

FISCAL OFFICER

Nicole Hildebrand (SP)

ATTORNEYS

John Clifford

Philip M. Kazanjian

Gloria A. Morris (SP)

Sylvia Rios

Ellen Strizak

William E. Waechter (SP)

Sharon B. Wells

INVESTIGATORS

Hans de Kok

Michael Dunne

Mike Provines (SP)

Fred Wickizer

INFORMATION TECHNOLOGY

Jodi M. Marr (SP)

ADMINISTRATIVE STAFF

Mary Brickford

Melissa McDermott

Dawn Robinson

Lori Schroll (SP)

Shannon Trumbo (SP)

(SP) based in Springfield office

FUNCTIONS OF THE BOARD

I – CASE PROCESSING

The following is a brief description of the types of cases processed by the Board and the procedures used in processing them. All references to the Board are applicable to either the State or Local Panel.

A. Representation Petitions

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: by requesting that the employer voluntarily recognize it; or by filing a representation petition with the Board. If another labor organization already is 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 an employee, a group of employees, or a labor organization seeking certification as an exclusive collective bargaining representative for employees in an appropriate unit.

Majority Interest Petitions are filed by a labor organization seeking certification as the exclusive bargaining representative of employees based on evidence that a non-coerced majority of employees in an appropriate unit signed valid cards or petitions indicating they want said labor organization to represent them for the purpose of collective bargaining.

- Employer's Representation Petitions (RM) are filed by an employer 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 them as the unit's exclusive representative.
- Decertification Petitions (RD) seek a determination as to whether a majority of the employees in an appropriate bargaining unit maintain their desire to be represented by the existing exclusive collective bargaining representative.
- Unit Clarification Petitions (UC) are filed by an exclusive collective bargaining representative or an employer 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 an exclusive collective bargaining representative seeking to amend its certification whenever there is a change in its name or structure.

- Declaration of Disinterest Petitions (DD) are filed by an exclusive collective bargaining representative to declare its disinterest in further representation of that bargaining unit.

Upon receipt of a representation petition, each Board provides the employer with a notice to be posted for the benefit of affected employees. An investigation is initiated that includes determining the adequacy of the showing of interest based on employee authorization cards or petitions as well as the appropriateness of the proposed bargaining unit.

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

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, when the employer and/or employees are not covered by the Act, or when there is no reasonable cause to believe a question of representation exists.

Following the filing of an election petition, a stipulation for consent election -- to be signed by the petitioner, the employer, the labor organization seeking to represent the employees, and any timely intervener -- shall be filed with the Board. If the Board determines that the stipulation is consistent with the Act and its Rules, it directs the holding of a consent election.

If the investigation of the petition discloses the existence of a question concerning representation, but the parties cannot stipulate to a consent election, the matter is set for hearing before an administrative law judge. Unlike unfair labor practice hearings, representation hearings are non-adversarial in nature.

Parties may file appeals from the Executive Director's dismissals and exceptions to administrative law judge's recommended dispositions. As in unfair labor practice cases, appeals and exceptions are filed with the General Counsel and thereafter reviewed and ruled upon by the Board. If the Board determines that a question concerning representation exists, it directs the Executive Director to conduct an election.

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 or, if no representative is chosen, certifies the election results. Subsequent elections cannot be conducted in the bargaining unit for one year following an election that results in a Board certification.

Following the filing of a Majority Interest Petition, the petition is investigated to ensure that the labor organization has provided evidence that a non-coerced majority of the employees in the 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 because the positions are either confidential or managerial employees or supervisors, the Board will nevertheless certify the labor organization if the number of contested positions are not sufficient to affect the labor organization's evidence of majority support. The disputed positions inclusion in the bargaining unit will be resolved by utilizing the Board's unit clarification procedures. If a majority interest petition seeks to

represent 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 do not vote to be represented in a combined unit, the Board will certify separate professional and nonprofessional units if the labor organization has demonstrated majority support for the separate units. 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 a clear and convincing evidence of fraud or coercion, the Board 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.

B. Unfair Labor Practice Charges

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

- Charge Against Employer (CA) alleges that an employer has violated one of the provisions under Section 10(a) of the Act;
- 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, the Executive Director issues a complaint and the case is set for hearing before an administrative law judge. Unlike the National Labor Relations Board, once a complaint is issued, the Board does not perform the prosecutorial function. Instead, prosecution of unfair labor practice cases is undertaken by the charging parties or their representatives. 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. Thereafter, after considering the hearing's record and briefs, the administrative law judge issues a "recommended decision and order".

Parties may file appeals from the Executive Director's dismissals and exceptions to administrative law judge's recommended dispositions. Appeals and exceptions are filed with the General Counsel and thereafter reviewed and ruled upon by the Board. Parties aggrieved by Board decisions and orders can obtain judicial review in the Illinois Appellate Court. Enforcement of Board orders is also obtainable in the Illinois Appellate Court.

C. Mediation/Arbitration Cases

Upon request, the Board provides mediation/arbitration (MA) services to parties who have reached an impasse in collective bargaining. A roster of mediators and arbitrators is maintained from which panels are provided to parties requesting such services. 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 utilize mediation in the event of impasse, and can only use interest arbitration on agreement of the parties. Other services, such as fact-finding, grievance arbitration, and grievance mediation are provided at the request of one or both parties.

D. 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.

E. 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 or subjects. Such requests must be made jointly, unless it involves a protective services employee unit where a request for interest arbitration has been made.

F. 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 instances where 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 the evidence is sufficient to warrant a hearing before an administrative law judge of the ILRB. In these cases, the Executive Director may either dismiss the complaint that is not appealable, or order a hearing. In the second scenario where there has been a finding of guilt on the offense of murder, if 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.

II - RULE MAKING

The Labor Relations Board is authorized to promulgate rules and regulations governing its activity. ILCS, ch. 48, pars. 1605 (i), (j) and (k). It takes a vote of four of the seven Board members to enact or amend rules.

The Board has adopted regulations governing its internal structures (2 Ill. Adm. Code 2500), implementation of the Illinois Freedom of Information Act (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), and procedures for resolving collective bargaining impasses (80 Ill. Adm. Code 1230). The latter four sets of rules governing Board proceedings are available from the Board in a handy pamphlet form.

In fiscal year 1989, the Board adopted revisions to the Rules and Regulations that updated and clarified many of the procedural provisions.

During fiscal year 1990, the Board adopted further revisions to the Rules and Regulations to conform to revised statutory impasse procedures; increase compensation for appointed counsel to indigent parties; and to modify the procedures for the issuance of subpoenas and the filing of voluntary recognition petitions.

Updates and additions to Board rules were adopted during both FY2003 and 2004 to reflect the many statutory and regulatory changes that had occurred since the 1990 revisions.

III - 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 office 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.

IV - LAW LIBRARY/CONTRACT REPOSITORY

Specialized public sector labor relations law libraries are maintained in the Board's Chicago and Springfield offices. The libraries, which are open to the public, contain the Illinois Public Employee Reporter as well as the official decisions from many other states, which have public employee labor relations boards.

The Board also serves as the repository of public sector collective bargaining agreements for employees under the Board's jurisdiction.

ILLINOIS LABOR RELATIONS BOARD

SELECTED CASE SUMMARIES

I. Jurisdiction

A. Joint employer status

In State of Illinois, Department of Central Management Services (Corrections), 23 PERI 71 (IL LRB SP 2007), the Board held that the Illinois Supreme Court's Wexford decision (American Federation of State County and Municipal Employees, Council 31 v. Illinois Labor Relations Board, 216 Ill. 2d 569, 839 N.E.2d 479, 21 PERI ¶171 (2005)(Wexford)) did not preclude dual-certification and upheld the Administrative Law Judge's determination that the State was a joint employer of employees of an educational entity which, pursuant to contract with the State, provided educational services to individuals incarcerated in State correctional facilities.

B. The six-month limitations period

In St. Charles Professional Firefighters Association, International Association of Fire Fighters, Local 3322/City of St. Charles, 23 PERI 50 (IL LRB SP 2007), the Board upheld the Administrative Law Judge's dismissal of a charge as untimely where she determined that the Union knew of the alleged unlawful conduct, or reasonably should have known of it, more than six months prior to the filing of the charge, as Respondent's chief had ejected the Union's vice-president from a meeting, stating that the Union could not attend such meetings because of the grievance it filed.

In County of Cook (Truesdale), 23 PERI 100 (IL LRB LP 2007), the Board upheld the Executive Director's dismissal of a charge as untimely where Charging Party filed the charge fourteen months after the last instance of the complained-of conduct occurred.

In County of Champaign (Buhr), 23 PERI 52 (IL LRB SP 2007), the Board upheld the Executive Director's dismissal of a charge as untimely where Charging Party failed to serve Respondent with a copy of the charge within the six-month limitations period.

II. Representation issues

A. Unit determination/appropriateness

In Laborers' International Union of North America, Local 773/City of Litchfield/Associated Fire Fighters of Illinois, Local 3252, 23 PERI 70 (IL LRB SP 2007), the Board accepted the Administrative Law Judge's recommendation and directed an election on a petition wherein she

concluded that it would be inappropriate to allow an election to accrete the petitioned-for paramedics to an existing unit of municipal employees who have the right to strike.

In Metropolitan Alliance of Police, Sergeants Chapter No. 435/Village of Morton Grove, 23 PERI 72 (IL LRB SP 2007), the Board accepted the Administrative Law Judge's recommendation, finding a bargaining unit composed solely of sergeants is appropriate for collective bargaining.

In American Federation of State, County and Municipal Employees, Council 31/State of Illinois (Department of Children and Family Services)Service Employees International Union, Local 73/State of Illinois (Department of Children and Family Services), 23 PERI 119 (IL LRB SP 2007), the Board declined to accept the Administrative Law Judge's recommendation that the only appropriate placement for the petitioned-for employees was in the existing RC-62-OCB and RC-63-OCB bargaining units, reiterating that where more than one petitioned-for unit is "appropriate" within the meaning of Section 9(b), the resolution is a vote among the petitioned-for employees.

B. Unit clarification

In Laborers International Union of North America, Local No. 231/City of Washington, 23 PERI 101 (IL LRB SP 2007), the Board accepted the Administrative Law Judge's recommendation, finding that the unit clarification petitions at issue were appropriate pursuant to Section 1210.100 of the Board's Rules and Regulations, 80 Ill. Admin. Code §§1200-1240, which specifically provides for the use of such petitions to resolve disputes such as this, arising out of majority interest petitions, over whether to include disputed employees.

C. Section 3(n) public employee status

In International Brotherhood of Teamsters, Local 714 v. Illinois Labor Relations Board/Metropolitan Pier and Exposition Authority, No. 1-06-2241, 23 PERI 57 (1st Dist. 2007), the Illinois Appellate Court affirmed the decision by a majority of the Board's Local Panel (22 PERI 87 (IL LRB LP 2006)) dismissing a representation petition. The court agreed with the majority's conclusion that the petitioned-for emergency medical service providers utilized by the employer-exposition authority qualified as independent contractors rather than public employees.

D. Section 3(c) confidential employees

In Service Employees International Union, Local No. 73/Village of Bloomingdale, 23 PERI 40 (IL LRB SP 2007), a case arising out of an earlier majority interest petition, the Board accepted the Administrative Law Judge's recommendation that the four, petitioned-for

employees in the Executive Secretary title were not excluded from collective bargaining pursuant to Section 3(c) of the Act, finding the evidence in support of the confidential exclusion insufficient.

E. Section 3(j) managerial employees

In Service Employees International Union, Local No. 20/County of Cook (Provident Hospital), 23 PERI _____, Case No. L-RC-05-012 (IL LRB LP 2007), a majority of the Board's Local Panel found the record evidence insufficient to exclude as managerial under Section 3(j) of the Act, the approximately one hundred twelve petitioned-for employees in the title of Attending Physician, determining that they failed to meet either part of the two part test.

In Policemen's Benevolent and Protective Association, Unit 156/City of Chicago, 23 PERI 145 (IL LRB LP 2007), the Board declined to consider on its own motion, allowing to stand as non-precedential, the Administrative Law Judge's determination that the majority of the petitioned-for employees failed to meet either part of the test of managerial status.

Likewise, in American Federation of State County and Municipal Employees, Council 31/State of Illinois, Departments of Central Management Services and State Police, 23 PERI 38 (IL LRB SP 2007), the Board declined to take up on its own motion, allowing to stand as non-precedential, the Administrative Law Judge's finding that the petitioned-for employees were not managerial within the meaning of Section 3(j) of the Act.

F. Section 3(r) supervisory employees

In Metropolitan Alliance of Police, Sergeants Chapter No. 22/Village of New Lenox, 23 PERI 104 (IL LRB SP 2007), the Board accepted the Administrative Law Judge's recommendation that the record was insufficient to support finding the petitioned-for sergeants supervisors within the meaning of Section 3(r) of the Act, determining that the evidence in support of the Employer's contention that the petitioned-for employees discipline their subordinates with the requisite independent judgment was conclusory at best, and undercut by the documents and reports in the record.

In Metropolitan Alliance of Police, Sergeants Chapter No. 435/Village of Morton Grove, 23 PERI 72 (IL LRB SP 2007), the Board accepted the Administrative Law Judge's recommendation, concluding that the principal work of the employees at issue was substantially different from that of their subordinates; but that there was no support in the record from which to find that the petitioned-for sergeants possessed the authority to exercise or effectively recommend the exercise, with the requisite independent judgment, of any of the eleven supervisory indicia.

In American Federation of State County and Municipal Employees, Council 31/State of Illinois, Departments of Central Management Services and State Police, 23 PERI 38 (IL LRB SP 2007), the Board declined to accept the Administrative Law Judge's recommendation finding supervisory within the meaning of Section 3(r) of the Act and excluding from collective bargaining, nineteen petitioned-for employees in the title of Telecommunications Supervisor. Instead, the Board found that the employees at issue were not supervisors within the meaning of the Act, as their day-to-day oversight of their subordinates was accompanied at most, only by the authority to issue very low level discipline, and thus, was inadequate to qualify as supervisory direction within the meaning of the Act.

G. Objections to election

In International Brotherhood of Teamsters, Local 714/Clerk of the Circuit Court of Cook County/American Federation of State, County and Municipal Employees, Council 31, 23 PERI 69 (IL LRB SP 2007), the Board reaffirmed its decision in Illinois Office of the Comptroller, 5 PERI ¶2010 (IL SLRB 1989), adopting the "laboratory conditions" standard of the National Labor Relations Board, for evaluating whether election-related conduct required that an election be overturned and re-run. Applying that standard to the conduct complained-of by the Incumbent Union, the Board found that it did not, in any manner, affect the outcome of the election.

In Service Employees International Union, Local 73/City of Berwyn, ___ PERI ____, Case No. S-RC-06-161 (IL LRB SP 2007), the Board set aside an election and directed the Executive Director to rerun it, finding that a violation of Section 1210.140(e)(1) of the Board's Rules and Regulations, 80 Ill. Admin. Code §§1200-1240, prohibiting the use of management officials as observers, automatically invalidates an election, as the presence of management officials in the polling area during a representation election is inherently coercive.

III. Employer unfair labor practices

A. Section 10(a)(1) restraint, interference and coercion

In Service Employees International Union, Local 73/Culbertson Memorial Hospital, 22 PERI 140 (IL LRB SP 2006), the Board upheld an Administrative Law Judge's decision finding Respondent had not violated Section 10(a)(1) of the Act when, during the period between the filing of majority interest petitions by the Union and the Union's certification as the exclusive bargaining representative of certain of Respondent's employees, it made changes in its employee health care plan. The Board reasoned that Respondent maintained the status quo,

as the record indicated that Respondent's insurance carrier notified it that costs would increase and that the insurance changes affected all employees, not just those subject to the organizing campaign.

In International Association of Fire Fighters, Local 4308/City of Princeton, 22 PERI 139 (IL LRB SP 2006), the Board upheld the Executive Director's dismissal of an unfair practice charge wherein the Union alleged that Respondent fire department violated Section 10(a)(1) of the Act by suspending a firefighter. The Board agreed with the Executive Director's determination that Charging Party failed to allege circumstances suggesting a causal connection between the firefighter's protected activity and the adverse employment actions he suffered. Instead, the evidence indicated that the firefighter was suspended because he admittedly referred to a patient who requested emergency transport as a "gang banger" and "drug user."

In Illinois Fraternal Order of Police Labor Council/Village of Calumet Park, 23 PERI 108 (IL LRB SP 2007), the Board, in agreeing with the Administrative Law Judge's recommendation, found that Respondent's chief of police made a threat, evidence of which was un rebutted, to the Union's local vice-president and grievance officer, concerning his filing of grievances. The Board concluded this evidence was sufficient to establish a violation of Section 10(a)(1) of the Act, without regard to credibility.

B. Section 10(a)(2) discrimination

In International Union of Operating Engineers, Local 150/Village of Lisle, 23 PERI 39 (IL LRB SP 2007), the Board declined to accept the Administrative Law Judge's recommended order and instead, found Charging Party proved that the bargaining unit employees, in seeking representation, were engaged in protected union activity, Respondent knew of that activity, and Respondent took adverse action against them, in that it denied them the full annual merit increase. In addition, the Board determined that Respondent took the complained-of action as a result of their involvement in the protected activity, in order to discourage union membership or support, as had the bargaining unit employees not exercised their right under the Act to seek representation, Respondent would have given them the full annual merit increase as it did for its unrepresented employees.

In Kewanee Firefighters Association, Local No. 513, International Association of Fire Fighters/City of Kewanee, 23 PERI 110 (IL LRB SP 2007), the Board accepted the Administrative Law Judge's recommendation finding no violation of Section 10(a)(1) or (2) of the Act when Respondent changed the health insurance benefits it provided its employees, as Charging Party failed to prove the existence of a causal connection between the protected

activity of its supporters and the adverse employment action, the change in health insurance benefits. However, the Administrative Law Judge concluded, and the Board agreed, that Respondent's conduct in eliminating its Relief Engineer title and threatening discipline against a paramedic violated both Section 10(a)(1) and (2) of the Act, as the complained-of action was retaliation against a relief engineer and the paramedic for their participation in, and support for, the Union, and their exercise of rights under the Act.

In Illinois Fraternal Order of Police Labor Council/Village of Calumet Park, 23 PERI 108 (IL LRB SP 2007), the Board, agreeing with the Administrative Law Judge, determined the record plainly indicated that Respondent suspended the Union's local vice-president and grievance officer in retaliation for his actions in support of the Union, and concluded that Respondent's conduct in this regard violated Section 10(a)(2) of the Act.

In Sally Cheatem/State of Illinois, Department of Central Management Services (Department of Human Services), 22 PERI 178 (IL LRB SP 2006), the Board upheld the Executive Director's dismissal of an unfair practice charge pursuant to post-arbitral deferral, in which Charging Party alleged that Respondent violated Section 10(a)(2) and (1) of the Act in that it disciplined her for engaging in protected activity. The Executive Director noted that the arbitrator determined that Respondent "did not discipline [Charging Party] in retaliation for her [u]nion activity, but rather because of the manner in which she conducted herself in that activity."

C. Section 10(a)(4) refusal to bargain

In State of Illinois, Department of Central Management Services (Corrections) v. Illinois Labor Relations Board and American Federation of State County and Municipal Employees, Council 31, 373 Ill. App. 3d 242, 869 N.E.2d 274, 23 PERI 59 (4th Dist. 2007), the Illinois Appellate Court affirmed the Board's decision (22 PERI 10 (IL LRB SP 2005)), finding that as to midterm disputes, employees who lack the statutory right to strike, such as security employees, would not be on an equal footing with the employer, which may simply implement its final offer upon reaching impasse.

In City of Bloomington v. Illinois Labor Relations Board, No. 4-06-0774, 23 PERI 41 (4th Dist. 2007), a majority of the Illinois Appellate Court affirmed the Board's decision in International Association of Firefighters, Local 49/City of Bloomington, 22 PERI 107 (IL LRB SP 2006), wherein it ruled that Respondent violated Section 10(a)(4) of the Act in that it refused to bargain with the Union, as required by the Fire Department Promotion Act, concerning promotions to the rank of assistant fire chief, a position outside the Union's bargaining unit.

In American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Departments of Central Management Services and Corrections, 23 PERI 113 (IL LRB SP 2007), a majority of the Board's State Panel declined to accept the Administrative Law Judge's recommended order and instead, found Respondent violated Section 10(a)(4) and (1) of the Act by failing to engage in good faith bargaining over the effects of its layoff decision.

In International Union of Operating Engineers, Local 150/Village of Lisle, 23 PERI 39 (IL LRB SP 2007), the Board declined to accept the Administrative Law Judge's recommended order and instead, found Respondent violated Section 10(a)(4) of the Act in that during the course of the parties' negotiations, Respondent failed to maintain the status quo regarding wages, and thus, breached its duty to bargain.

IV. Union unfair labor practices/Section 10(b)(1) duty of fair representation

In American Federation of State, County and Municipal Employees, Council 31 (Khan), 22 PERI 177 (IL LRB LP 2006), the Board upheld the Executive Director's dismissal finding Charging Party's evidence insufficient to warrant a complaint.

In International Union of Operating Engineers, Local 318 (Wright), 22 PERI 138 (IL LRB LP 2006), the Board upheld the Executive Director's dismissal of a charge regarding the Union's handling of a discharge grievance. The Executive Director declined to issue a complaint, as there was no evidence indicating that the Union intentionally took any action either designed to retaliate against Charging Party or due to his status.

INTEREST ARBITRATION AWARDS ILLINOIS LABOR RELATIONS BOARD

Following is a list of Interest Arbitration Awards. For each award, the arbitrator is noted in parenthesis after the case name. The issues and whose proposal was adopted follows. Further information on the specific resolutions of the issues may be obtained by contacting the Board's Springfield Office.

VILLAGE OF ARLINGTON HEIGHTS and ILLINOIS FOP LABOR COUNCIL

S-MA-06-111 (04/09/2007 – Perkovich) #348

1. Wages (Employer's offer)
2. Holiday Pay (Union's offer)
3. Removal of Discipline (Employer's offer)
4. Court Pay (Employer's offer)
5. Detective Call Out Pay (Employer's offer)

VILLAGE OF BARRINGTON and ILLINOIS FOP LABOR COUNCIL

S-MA-06-112 (01/02/2007 – Benn) #342

1. Wages
2. 125 Plan Payment
3. Insurance

VILLAGE OF BETHALTO and POLICEMEN'S BENEVOLENT LABOR COMMITTEE

S-MA-06-231 (05/31/2007 - McAlpin (Stipulated)) #351

1. Wages
2. Retroactivity
3. Longevity
4. Residency
5. Educational Reimbursement
6. 457(b) Plan
7. Insurance
8. Holiday Pay
9. Term
10. Status of Parties Proposals
11. Arbitrator's Fee and Expenses

VILLAGE OF BROADVIEW and ILLINOIS FOP LABOR COUNCIL

S-MA-06-145 (04/12/2007 – Cox) #364

1. Wages (Union's offer)
2. Term of Agreement (Union's offer)
3. Longevity (Union's offer)
4. Sick Leave (Union's offer)
5. Health Insurance (Union's offer)
6. Work Schedule and Overtime (Union's offer)
7. Personal Days (Union's offer)
8. Family Sick Leave (Union's offer)
9. Economic Benefits and Work Practices (Union's offer)

**VILLAGE OF BURR RIDGE and ILLINOIS FOP LABOR COUNCIL
S-MA-07-004 (06/21/2007 – Benn) #356**

1. Wages
2. Insurance
3. Labor Council Representation
4. Restricted Duty

**CITY OF CANTON and POLICEMEN'S BENEVOLENT LABOR COMMITTEE
S-MA-06-232 (04/04/2007 – Wolff) #349**

1. Wages 05/2006 and 05/2007 (Union's offer)
2. Wages 05/2008 and 05/2009 (Employer's offer)
3. Post Employment Health Plan (Union's offer)
4. City's Group Healthcare Plan (Union's offer)
5. Premium co-pay on health insurance (Employer's modified offer)
6. Wellness Program (Employer's offer)
7. Vacation (Union's offer – status quo)
8. "Short-staffing on holidays (Union's offer – status quo)
9. Stress days for Telecommunicators (status quo)

**COUNTY OF COOK AND SHERIFF OF COOK COUNTY and MAP, COOK COUNTY
DEPARTMENT OF CORRECTIONS, CHAPTER #222, L-MA-04-006 (12/15/2006 – Fletcher)
#341**

1. Representative Unit (Status quo)
2. Chapter and Employer Meetings (Status quo)
3. Multiple Assignments (Status quo)
4. Shift Differential (Status quo)
5. Hazardous Pay (Status quo)
6. Job Classifications – Wages (Employer's offer)
7. Job Grades (Status quo)
8. Hospitalization Insurance (Employer's offer)
9. Disability Benefits (Status quo)
10. Bereavement Leave (Union's offer)
11. Representatives (Status quo)
12. No Strike (Status quo)
13. Uniforms (Status quo)
14. Holiday Pay Eligibility (Employer's offer)

**COUNTY OF COOK AND SHERIFF OF COOK COUNTY and ILLINOIS FOP LABOR
COUNCIL, L-MA-05-007 (02/01/2007 – Fletcher) #343**

1. Contract Duration (Employer's offer)
2. Wages (Employer's offer)
3. EM Differential (Union's offer)
4. Street Unit Differential (Status quo)
5. Hospitalization Insurance (Employer's offer)
6. Paid Leave (Union's offer)
7. Uniform Allowance (Status quo)

COUNTY OF COOK AND SHERIFF OF COOK COUNTY and ILLINOIS FOP LABOR COUNCIL, (Sheriff's Day Reporting Unit) L-MA-05-006 (02/03/2007 –McAlpin) #344

1. Wages (Employer's offer)
2. EM Differential (Employer's offer)
3. Health Insurance (Employer's offer)
4. Uniform Allowance (Status quo)
5. Duration (Employer's offer)

CITY OF DANVILLE & POLICEMEN'S BENEVOLENT & PROTECTIVE ASSOCIATION, UNIT #11, S-MA-06-233 (02/15/2007 – Feuille) #345

1. Salaries
2. Longevity Pay
3. Insurance
4. Eyeglass and Watch Replacement or Repair
5. Canine Officers

COUNTY OF DEWITT AND DEWITT COUNTY SHERIFF & ILLINOIS FOP LABOR COUNCIL S-MA-06-023, S-MA-06-024, S-MA-06-025 (1/29/2007 – Reynolds) #346

1. Sick Leave
2. Insurance
3. Vacation Use, Sick Leave Use, Personal Time
4. Compensatory Time
5. Wage Schedule
6. Duration

CITY OF HARVEY & HARVEY FIREMENS' ASSOCIATION, LOCAL 471 S-MA-06-288 (04/04/2007 – Perkovich) #347

1. Duration (Union's offer)
2. Stipends (Parties' agreement)
3. Probationary Employees (Parties' agreement)
4. Uniform Allowance (Employer's offer)
5. Starting Time (Union's offer)
6. Wages (Employer's offer)
7. Minimum Manning (Union's offer)
8. Kelly Days (Union's offer)
9. Extra Seniority Days Off (Union's offer)
10. Promotions

VILLAGE OF HAZEL CREST and HAZEL CREST PROFESSIONAL FIRE FIGHTERS ASSOCIATION, LOCAL 4087, IAFF, S-MA-07-102 (06/04/2007 – Benn) #353

ILLINOIS SECRETARY OF STATE & ILLINOIS FOP LABOR Council S-MA-05-225 (08/15/2006 – Benn) #335

1. Wages

COUNTY OF JEFFERSON AND SHERIFF OF JEFFERSON COUNTY and ILLINOIS FOP LABOR COUNCIL, S-MA-06-030 (12/06/2006 – Meyers) #340

1. Wages (Union's offer)
2. Dispatcher/Telecommunicator Shift Assignments (Union's offer)
3. Health Care Premium Sharing (Union's offer)

**CITY OF LASALLE and ILLINOIS FOP LABOR COUNCIL
S-MA-05-140 (11/13/06 – Benn) #337**

1. Residency

**VILLAGE OF MARKHAM and IBT LOCAL NO. 726
S-MA-07-075 (05/25/2007 – Hill) #355**

1. Residency
2. Minimum Manning (Union's offer)

**VILLAGE OF MIDLOTHIAN and IBT LOCAL NO. 726
S-MA-06-253 (03/10/2007 – Hill) #354**

1. Wages (Employer's offer)

**CITY OF OTTAWA and POLICEMEN'S BENEVOLENT AND PROTECTIVE ASSOCIATION
S-MA-06-239 (12/06/2006 – Briggs) #339**

1. Union membership ratified tentative agreement, City Council rejected it (Union)

**CITY OF ROCK ISLAND and INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL 26, S-MA-06-142 (02/27/2007 – Kossoff) #350**

1. Wages (Employer's offer)
2. Certification Stipends (Union's offer)
3. Kelly Days (Union's offer)
4. Out-of-Rank Pay for temporary assignment (Union's offer)
5. Discipline (Employer's offer)
6. Residency (Union's offer)
7. Promotions (Union's offer)
8. Termination (Union's offer)

**VILLAGE OF SCHAUMBURG and METROPOLITAN ALLIANCE OF POLICE,
SCHAUMBURG POLICE CHAPTER #195 , S-MA-05-102 (04/14/2007 – Yaeger) #352**

1. Wages (Employer's offer)
2. Compensatory Time (Employer's offer)
3. Court Time (Union's offer)
4. Vacation Personal Days (Union's offer)
5. Health Insurance, Flexible Benefits Plan (Employer's offer)
6. Sick Leave Income (Employer's offer)
7. Specialists Positions Compensation (Employer's offer)
8. Bureau Vacation Letter (Employer's offer)
9. Written Reprimands (Union's offer)
10. Drug Testing (Union's offer)

**UNIVERSITY OF ILLINOIS-SPRINGFIELD and ILLINOIS FOP LABOR COUNCIL
S-MA-04-269 (10/31/2006 – McAllister) #336**

1. Wages (Union's offer)

STATE PANEL CASELOAD STATISTICS

Unfair Labor Practice Charges

| | | |
|------------------------------------|-----|-----|
| Charges Against Employer | 255 | |
| Charges Against Labor Organization | 43 | |
| TOTAL | | 298 |

Representation Cases

| | | |
|--|-----|-----|
| Amendment to Certifications | 2 | |
| Representation/Certification Petitions | 151 | |
| Employer's Representation Petitions | 0 | |
| Decertification Petitions | 6 | |
| Voluntary Recognition Petitions | 7 | |
| Unit Clarification Petitions | 113 | |
| Declaration of Disinterest Petitions | 8 | |
| TOTAL | | 287 |

| | | |
|-----------------------|--|-----|
| Mediation/Arbitration | | 274 |
| Grievance Arbitration | | 15 |
| Declaratory Ruling | | 3 |
| Strike Investigation | | 0 |
| GRAND TOTAL OF CASES | | 877 |

STATE PANEL REPRESENTATION CASES CERTIFIED

| | | | |
|-----------------------------------|----|-----|-----|
| Representation Cases Certified | | | |
| Cases Certified (Election) | | | 19 |
| Number of Units Certified | | 18 | |
| Labor Organization Prevailed | 17 | | |
| "No Representation" Prevailed | 2 | | |
| Majority Interest Cases Certified | | | 106 |
| Number of Units Certified | | 106 | |

| | | | |
|---------------------------------------|--|---|---|
| Voluntary Recognition Cases Certified | | | 8 |
| Number of Units Certified | | 8 | |

| | | | |
|---------------------------------|---|---|---|
| Decertification Cases Certified | | | 2 |
| Number of Units Certified | | 2 | |
| Labor Organization Prevailed | 1 | | |
| No Representation Prevailed | 1 | | |

Declaration of Disinterest Petitions Certified 8

STATE PANEL CASES BY EMPLOYER ENTITY

| | <u>NUMBER OF CASES</u> | <u>NUMBER OF ACTUAL ENTITIES</u> |
|---|----------------------------|--------------------------------------|
| REPRESENTATION/DECERTIFICATION CASES | | |
| State | 68 | 7 |
| County | 11 | 10 |
| Municipalities | 68 | 56 |
| Other | 18 | 16 |
| VOLUNTARY RECOGNITION CASES | | |
| State | 5 | 3 |
| County | 0 | 0 |
| Municipalities | 2 | 2 |
| Other | 0 | 0 |
| UNIT CLARIFICATION PETITIONS | | |
| State | 68 | 4 |
| County | 14 | 11 |
| Municipalities | 24 | 21 |
| Other | 7 | 6 |
| AMENDMENT TO CERTIFICATION PETITIONS | | |
| State | 0 | 0 |
| County | 0 | 0 |
| Municipalities | 2 | 2 |
| Other | 0 | 0 |
| DECLARATION OF DISINTEREST PETITIONS | | |
| State | 0 | 0 |
| County | 1 | 1 |
| Municipalities | 7 | 7 |
| Other | 0 | 0 |
| CHARGE AGAINST EMPLOYER | | |
| State | 74 | 6 |
| County | 38 | 21 |
| Municipalities | 117 | 74 |
| Other | 26 | 22 |
| CHARGE AGAINST LABOR ORGANIZATION | | |
| State | 1 | 1 |
| County | 1 | 1 |
| Municipalities | 7 | 6 |
| Other | 2 | 2 |
| Individuals | 32 | 28 |

STATE PANEL DISPOSITION OF CASES ACTIVE IN FY 2007

I. BOARD DECISIONS

(A) With Exceptions Filed/Board Motion

| | | |
|----|----------|----|
| CA | 49 | |
| CB | 6 | |
| RC | 7 | |
| UC | <u>3</u> | 65 |

(B) No Exceptions Filed (Non Precedential Recommendations)

| | | |
|----|----------|----|
| AC | 1 | |
| CA | 8 | |
| CB | 1 | |
| UC | <u>3</u> | 13 |

(C) Strike Investigation

0

(D) Declaratory Ruling

3

Total Decisions

81

II. EXECUTIVE DIRECTOR DISMISSED (Not Appealed to the Board)

| | | |
|----|----------|----|
| AC | 1 | |
| CA | 53 | |
| CB | 28 | |
| RC | 1 | |
| RD | 1 | |
| UC | <u>1</u> | 85 |

III. CERTIFIED

| | | |
|----|----------|-----|
| AC | 2 | |
| DD | 8 | |
| RC | 121 | |
| RD | 2 | |
| UC | 90 | |
| VR | <u>8</u> | 234 |

IV. WITHDRAWN

| | | |
|----|-----------|-----|
| CA | 225 | |
| CB | 19 | |
| RC | 28 | |
| RD | 5 | |
| UC | <u>21</u> | 298 |

**STATE PANEL
REPRESENTATION PETITIONS
FILED BY LABOR ORGANIZATIONS**

| | |
|---|----|
| Amalgamated Transit Union | 1 |
| American Federation of Professionals Union | 1 |
| American Federation of State, County and Municipal Employees Council 31 | 43 |
| Illinois Council of Police and Sheriffs | 3 |
| Illinois Fraternal Order of Police Labor Council | 16 |
| Illinois Nurses Association | 1 |
| International Association of Firefighters | 11 |
| International Brotherhood of Electrical Workers | 3 |
| International Brotherhood of Teamsters | 19 |
| International Union of Operating Engineers | 9 |
| Lake Forest Employees Association | 1 |
| Laborers International Union of North American | 19 |
| Metropolitan Alliance of Police | 5 |
| Paper, Allied Industrial, Chemical and Energy Workers International Union | 1 |
| Policemen's Benevolent Labor Committee | 7 |
| Service Employees International Union | 11 |

STATE PANEL UNFAIR LABOR PRACTICE CHARGES

| | <u>CA</u> ¹ | <u>CB</u> ² |
|--|------------------------|------------------------|
| Amalgamated Transit Union | 4 | 0 |
| American Federation of Professional Union | 3 | 1 |
| American Federation of State, County and Municipal Employees | 51 | 20 |
| Association of Professional Police Officers | 2 | 0 |
| Aurora Police Management Personnel and Sergeants Association | 2 | 0 |
| Bellwood Firefighters Association | 1 | 0 |
| Illinois Council of Police and Sheriffs | 1 | 0 |
| Illinois Federation of Public Employees | 1 | 0 |
| Illinois Fraternal Order of Police Labor Council | 6 | 3 |
| Illinois Nurses Association | 1 | 0 |
| Illinois State Employees Association | 1 | 0 |
| Individuals | 35 | 0 |
| International Association of Firefighters | 27 | 6 |
| International Brotherhood of Electrical Workers | 4 | 0 |
| International Brotherhood of Teamsters | 13 | 4 |
| International Union of Operating Engineers | 32 | 3 |
| Laborers International Union of North America | 22 | 0 |
| Metropolitan Alliance of Police | 13 | 1 |
| Mid-Central Illinois Regional Council of Carpenters | 1 | 0 |
| Midwest Union of Public Employees | 1 | 0 |
| Peoria Police Benevolent Association | 1 | 0 |
| Policemen's Benevolent and Protective Association | 7 | 0 |
| Policemen's Benevolent Labor Council | 6 | 1 |
| Service Employees International Union | 17 | 4 |
| United Automobile Workers | 1 | 0 |

¹ Parties that filed charges against Employers.

² Labor Organizations who had charges filed against them.

**STATE PANEL
BARGAINING UNITS CERTIFIED
FY 2007**

| Case Number | Employer | Labor Organization | Date Certified | Prevailing Party | No. of Employees | Unit Type |
|---|--|--|----------------|------------------|------------------|--|
| S-RC-06-133 <i>majority interest</i> | County of Kankakee (Health Department) | American Federation of State, County and Municipal Employees | 7/5/06 | AFSCME | 43 | |
| S-RC-06-189 <i>majority interest</i> | Schaumburg Park District | Service Employees International Union 73 | 7/10/06 | SEIU | 22 | |
| S-RC-06-107 <i>majority interest</i> | Palos Fire Protection District | International Association of Fire Fighters 4480 | 7/11/06 | IAFF | 15 | Firefighters |
| S-RC-06-123 <i>majority interest</i> | Forest Preserve District of DuPage County (Law Enforcement Dept) | Metropolitan Alliance of Police, 471 | 7/14/06 | MAP | 18 | Ranger Police Officer And Sergeant |
| S-RC-06-162 <i>majority interest</i> | County of White and Supervisor of Assessments | Laborers International Union of North America | 7/14/06 | LIUNA | 2 | |
| S-RC-06-124 <i>majority interest</i> | Chief Judge of the 4th Judicial Circuit | American Federation of State, County and Municipal Employees | 7/14/06 | AFSCME | 10 | |
| S-RC-06-158 <i>majority interest</i> | County of Henry (Highway Department) | Laborers' Int'l Union of North America 538 | 7/19/06 | LIUNA | 17 | |
| S-RC-06-183 <i>majority interest</i> | Public Administrator, County of Cook, Office of President and State of Illinois | Service Employees International Union 73 | 7/20/06 | SEIU | 16 | |
| S-RC-06-152 <i>majority interest</i> | City of Carterville (Fire Department) | International Association of Fire Fighters, 4500 | 7/24/06 | IAFF | 3 | Firefighters & EMTS |
| S-RC-06-187 <i>majority interest</i> | City of Lemont | International Union of Operating Engineers, 150 | 7/24/06 | IUOE | 10 | Public Works |
| S-RC-06-098 <i>majority interest</i> | State of Illinois, Department of Central Management Services | Teamsters 916 | 7/26/06 | IBT | 20 | Land Surv IV, Realty Specialist IV |
| S-RC-05-077 <i>majority interest</i> | Village of Matteson | International Association of Fire Fighters 3086 | 8/8/06 | IAFF | 3 | Lieutenant/ Shift Comdr |
| S-RC-07-010 <i>majority interest</i> | State of Illinois, Dept of Central Management Services - RC-14 | American Federation of State, County and Municipal Employees | 8/16/06 | AFSCME | 5 | Acct Proc Analyst |
| S-RC-07-018 <i>majority interest</i> | City of Springfield | International Brotherhood of Teamsters 916 | 8/16/06 | IBT | 1 | Parking Meter Repairman |
| S-RC-07-014 <i>majority interest</i> | Chief Judge 5 th Judicial Circuit (Coles & Cumberland County) | Illinois Fraternal Order of Police Labor Council | 8/18/06 | FOP | 14 | Probation Officers |

| | | | | | | |
|---|--|---|---------|-----------|-----|-----------------------------|
| S-RC-06-149 <i>majority interest</i> | County of Kankakee (Treasurer) | Laborers' International Union 751 | 8/24/06 | LIU | 3 | Accountant Tech |
| S-RC-07-001 <i>majority interest</i> | Village of Downers Grove | International Union of Operating Engineers 150 | 8/24/06 | IUOE | 54 | Maintenance |
| L-RC-06-009 <i>majority interest</i> | Cook County Sheriff's Department | American Federation of State, County and Municipal Employees | 8/29/06 | AFSCME | 80 | Lieutenant |
| S-RC-06-064 <i>majority interest</i> | Village of Pleasant Hill | International Union of Operating Engineers 965 | 9/1/06 | IUOE | 4 | Public Works |
| S-RC-06-170 S-RC-07-002 <i>Election</i> | Illinois Secretary of State | Policemen's Benevolent Labor Committee and Illinois Fraternal Order of Police Labor Council | 9/5/06 | PBLC | 41 | Capitol Police |
| S-RC-06-085 <i>majority interest</i> | Village of Burnham | Illinois Council of Police | 9/5/06 | ICOP | 4 | Dispatchers |
| S-RC-07-009 <i>majority interest</i> | City of Lockport | International Union of Operating Engineers 150 | 9/5/06 | IUOE | 1 | Adm Secretary |
| S-RC-07-008 <i>majority interest</i> | Village of Maryville (Fire Department) | International Association of Fire Fighters | 9/8/06 | IAFF | 3 | Firefighter/ Paramedic |
| L-RC-06-020 <i>Election</i> | Cook Co Forest Preserve District | American Federation of Professionals and Illinois Fraternal Order of Police Labor Council | 9/12/06 | FOP | 60 | Sworn Peace Officer |
| S-RC-04-052 <i>majority interest</i> | State of Illinois, Dept of Central Management Services RC-14 | American Federation of State, County and Municipal Employees | 9/15/06 | AFSCME | 211 | Office Admin I, II, III |
| S-RC-07-011 <i>majority interest</i> | Lincolnway Police Communications Center | Teamsters 714 | 9/15/06 | Teamsters | 9 | Dispatcher |
| S-RC-07-003 <i>majority interest</i> | City of Fulton | Illinois Fraternal Order of Police Labor Council | 9/15/06 | FOP | 6 | Sergeant, Patrol Officer |
| S-RC-06-137 <i>Majority interest</i> | Village of Matteson | Teamsters 726 | 9/18/06 | Teamsters | 30 | Multi unit |
| S-RC-06-205 <i>Majority interest</i> | Village of Ford Heights | Metropolitan Alliance of Police 243 | 9/21/06 | MAP | 11 | Peace Officers |
| S-RC-06-169 <i>Election</i> | Village of Winfield | Metropolitan Alliance of Police #477 and Illinois Council of Police | 10/2/06 | MAP | 16 | Patrol Officers |
| S-RC-07-024 <i>Election</i> | Shawnee Mass Transit District | General Teamsters, Chauffeurs, Ware- housemen and Helpers of America, #347, IBT | 10/2/06 | Teamsters | 24 | Drivers and Dispatchers |
| S-RC-05-106 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 10/2/06 | AFSCME | 446 | Executive I |

| | | | | | | |
|---|--|---|----------|-----------|-----|---|
| S-RC-06-201 <i>Majority interest</i> | Village of South Barrington | Metropolitan Alliance of Police #180 | 10/5/06 | MAP | 10 | Swom Police |
| S-RC-07-017 <i>Majority interest</i> | Cary Park District | Service Employees International Union #73 | 10/5/06 | SEIU | 12 | |
| S-RC-06-207 <i>Majority interest</i> | Village of Lake Villa | Illinois Council of Police | 10/5/06 | ICOP | 11 | Police Officer |
| S-RC-07-015 <i>Majority interest</i> | City of Marseilles | Laborers Int'l Union of North America, #393 | 10/23/06 | LIUNA | 9 | Public Works |
| S-RD-07-001 <i>Election</i> | Village of Antioch | International Union of Operating Engineers 150 | 10/27/06 | No Rep | 22 | Public Works |
| L-RC-07-003 <i>Majority interest</i> | City of Chicago | American Federation of State, County and Municipal Employees | 10/31/06 | AFSCME | 9 | Social Worker III |
| S-RC-06-043 <i>Majority interest</i> | Village of McCook (Police Department) | Metropolitan Alliance of Police, #111 | 11/2/06 | MAP | 14 | Patrol Officer, Sergeant |
| S-RC-07-013 <i>Majority interest</i> | PACE Bus-River Division | International Brotherhood of Teamsters, #330 | 11/2/06 | IBT | 14 | Drivers |
| S-RC-06-154 <i>Election</i> | State of Illinois, Dept of Central Management Services | Teamsters #916 | 11/6/06 | Teamsters | 130 | Technical Manager IV |
| S-RC-07-025 <i>Majority interest</i> | Justice Willow Springs Water Commission | International Union of Operating Engineers #150 | 11/16/06 | IUOE | 5 | Superintendent, Asst Super, Asst Operator |
| L-RC-06-014 <i>Election</i> | Cook County Animal Control | Service Employees International Union, #73 | 11/20/06 | SEIU | 12 | Support Staff |
| S-RC-07-052 <i>Election</i> | State of Illinois, Dept of Central Management Services RC-28 | American Federation of State, County and Municipal Employees | 11/20/06 | AFSCME | 4 | Executive Assistant I |
| L-RC-05-013 <i>Election</i> | Cook County (Oak Forest Hospital) | American Federation of Professionals and Service Employees International Union, #20 | 11/21/06 | SEIU | 578 | |
| S-RC-06-132 <i>Majority interest</i> | Village of Peoria Heights | Policemen's Benevolent Labor Committee | 11/22/06 | PBLC | 7 | Dispatchers, Tele-communicators |
| S-RC-06-042 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 11/27/06 | AFSCME | 7 | Public Aid Quality Control Supervisor |
| S-RC-05-124 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 12/5/06 | AFSCME | 1 | Assistant Personnel Officer |
| S-RC-07-019 <i>Majority interest</i> | Chief Judge of Circuit Court Cook County | Illinois Fraternal Order of Police Labor Council | 12/5/06 | FOP | 24 | Social Service Supervisor |
| S-RC-07-029 <i>Election</i> | Village of Hampshire | Illinois Fraternal Order of Police Labor Council | 12/5/06 | FOP | 7 | Swom Peace Officers |

| | | | | | | |
|---|---|--|----------|-----------|-----|---|
| S-RC-07-113 <i>Majority interest</i> | Cook County State's Attorney (orig filed as L-RC-07-005) | American Federation of State, County and Municipal Employees | 12/6/06 | AFSCME | 566 | Support Staff |
| S-RC-07-050 <i>Majority interest</i> | County of Hancock (Highway Department) | Laborers #231 | 12/11/06 | Laborers | 12 | |
| S-RD-07-003 <i>Election</i> | Village of Mokena | International Brotherhood of Electrical Workers | 12/11/06 | No rep | 3 | |
| S-RC-06-096 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 12/15/06 | AFSCME | 21 | Business Manager |
| S-RC-07-012 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 12/15/06 | AFSCME | 5 | Economic Development Rep I |
| S-RC-07-056 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 12/15/06 | AFSCME | 1 | Pipeline Safety Analyst I |
| S-RC-07-030 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services | General Teamsters Professional/Technical #916 | 12/15/06 | Teamsters | 5 | Landscape Architect IV |
| S-RC-07-058 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-14 | American Federation of State, County and Municipal Employees | 12/20/06 | AFSCME | 1 | Tariff Clerk |
| S-RC-07-039 <i>Majority interest</i> | Village of Hawthorn Woods | Metropolitan Alliance of Police #483 | 12/26/06 | MAP | 11 | Sworn Patrol Officers |
| S-RC-07-049 <i>Majority interest</i> | City of Crystal Lake (Fire Department) | International Association of Fire Fighters #3926 | 12/27/06 | IAFF | 9 | Lieutenant and Lieu/Paramedic |
| S-RC-07-053 <i>Majority interest</i> | Village of Barrington | International Association of Fire Fighters #3481 | 12/27/06 | IAFF | 7 | Lieutenant and Lieu/Paramedic |
| S-RC-07-044 <i>Majority interest</i> | City of Centreville | Illinois Council of Police | 12/27/06 | ICOP | 4 | Dispatchers |
| S-RC-07-044 <i>Majority interest</i> | City of Centreville | Illinois Council of Police | 12/27/06 | ICOP | 6 | Sworn Peace Officers |
| S-RC-06-069 <i>Majority interest</i> | Village of East Dundee | Metropolitan Alliance of Police #453 | 1/3/07 | MAP | 9 | Patrol Officer and Sergeant |
| S-RC-07-041 <i>Majority interest</i> | City of Naperville | International Union of Operating Engineers #399 | 1/9/07 | IUOE | 10 | Bld Eng Tech; Main Tech |
| S-RC-06-054 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-14, RC-62 | American Federation of State, County and Municipal Employees | 1/16/07 | AFSCME | 7 | License Liaison, Buy/Pur Coord, Chief Vet Tech, Sec Coord |
| S-RC-06-090 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 1/16/07 | AFSCME | 8 | Chief Steward, Steward, Altern Steward, Steward Asst |
| L-RC-07-009 <i>Majority interest</i> | City of Chicago, Unit 3 | American Federation of State, County and | 1/18/07 | AFSCME | 5 | DomViolence Advocate |

| | | Municipal Employees | | | | (Human Service) |
|---|--|--|---------|----------|------|---|
| L-RC-06-021 <i>Majority interest</i> | Cook County (Law Library) | Service Employees International Union #73 | 1/18/07 | SEIU | 43 | Administrative |
| S-RC-07-051 <i>Majority interest</i> | County of Lake (Public Works) | International Union of Operating Engineers #150 | 1/22/07 | IUOE | 48 | |
| S-RC-07-027 <i>Election</i> | Lake County Forest Preserve District | Lake Co Forest Preserve Labor Employee Assn and Construction and General Laborers #152 | 1/22/07 | Laborers | 65 | |
| S-RC-06-160 <i>Majority interest</i> | Village of Bartonville | Policemen's Benevolent Labor Committee | 1/23/07 | PBLC | 5 | Telecommnicators, Street Dept |
| S-RC-07-045 <i>Majority interest</i> | County of Will (Sunny Hill Nursing Home) | American Federation of State, County and Municipal Employees | 1/23/07 | AFSCME | 22 | Registered Nurses |
| S-RC-06-153 <i>Election</i> | Clerk of Circuit Court of Cook County | International Brotherhood of Teamsters #714 and American Federation of State, County and Municipal Employees | 1/23/07 | IBT | 1750 | |
| S-RC-07-026 <i>Majority interest</i> | County of Macoupin (Public Health Dept) | American Federation of State, County and Municipal Employees | 1/25/07 | AFSCME | 45 | Prof and Non-professional |
| S-RC-06-203 <i>Election</i> | Mark of the Quad Cities | Int'l Alliance of Theatrical Stage Employees #85 | 1/25/07 | No Rep | 92 | Production Department |
| L-RC-07-006 <i>Majority interest</i> | Cook County (John H. Stroger Jr. Hospital) | American Federation of State, County and Municipal Employees | 1/25/07 | AFSCME | 22 | Storekeeper, Food Service Supervisor |
| L-RC-07-007 <i>Majority interest</i> | Cook County (John H. Stroger Jr. Hospital) | American Federation of State, County and Municipal Employees | 1/25/07 | AFSCME | 5 | Accountant V |
| S-RC-07-022 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-28 CDB | American Federation of State, County and Municipal Employees | 1/26/07 | AFSCME | 1 | Coordinator of Admin Services |
| S-RC-07-034 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 CDB | American Federation of State, County and Municipal Employees | 1/26/07 | AFSCME | 11 | Capital Planning Liaison |
| S-RC-07-020 <i>Majority interest</i> | County of Macon | American Federation of State, County and Municipal Employees | 1/26/07 | AFSCME | 2 | Env Educator, Recycling Coord |
| S-RC-07-054 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 CDB | American Federation of State, County and Municipal Employees. | 1/31/07 | AFSCME | 3 | Fiscal Executive |
| S-RC-07-060 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-63 ICC | American Federation of State, County and Municipal Employees | 2/1/07 | AFSCME | 3 | Tariff Admin Rate Analyst IV Water Eng IV |
| S-RC-07-047 | County of LaSalle | Illinois Fraternal Order of | 2/15/07 | FOP | 5 | Court Security |

| | | | | | | |
|---|--|---|----------|--------|----|--|
| <i>Majority interest</i> | (Sheriff) | Police Labor Council | | | | Officers |
| L-RC-07-014 <i>Majority interest</i> | Cook County Public Guardian | American Federation of State, County and Municipal Employees | 2/15/07 | AFSCME | 19 | Paralegal |
| S-RC-06-168 <i>Election</i> | City of Litchfield | Associated Firefighters of Illinois, #3252 | 2/20/07 | AFFI | 3 | Paramedics |
| L-RC-07-015 <i>Majority interest</i> | County of Cook (President) | Service Employees International Union #73 | 2/20/07 | SEIU | | Sanitarian III |
| S-RC-07-088 <i>Majority interest</i> | City of Grafton | International Brotherhood of Teamsters #525 | 2/21/07 | IBT | 4 | Police Officers |
| S-RC-07-080 <i>Majority interest</i> | County of Montgomery (Recycling Department) | Laborers' Int'l Union of North America 773 | 2/22/07 | LIUNA | 3 | |
| S-RC-07-092 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-63 | American Federation of State, County and Municipal Employees | 2/22/07 | AFSCME | 45 | Network Engineer I, II, III (IL Cent Netwrk) |
| S-RC-05-108 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-28 | American Federation of State, County and Municipal Employees | 3/5/07 | AFSCME | 18 | Office Administrator V |
| S-RC-07-035 <i>Election</i> | City of Calumet City | American Federation of Professionals and International Brotherhood of Teamsters #142 | 3/5/07 | AFOP | 58 | Street and Alley |
| S-RC-07-069 <i>Majority interest</i> | Village of Manhattan | Illinois Fraternal Order of Police Labor Council | 3/7/07 | FOP | 8 | Sworn Police |
| L-RC-07-010 <i>Majority interest</i> | City of Chicago (Clerk's Office) | American Federation of State, County and Municipal Employees | 03/12/07 | AFSCME | 4 | Supv. of License Issuance |
| S-RC-07-031 <i>Election</i> | Village of Streamwood | Metropolitan Alliance of Police #216 and County, Municipal Employees', Supervisors' and Foremen's Union | 03/15/07 | MAP | 46 | Peace Officers below the rank of Sergeant |
| S-RC-04-112 <i>Majority interest</i> | State of Illinois, DCMS, RC-14OCB | American Federation of State, County and Municipal Employees | 03/15/07 | AFSCME | 84 | Human Resources Associate |
| S-RC-07-063 <i>Election</i> | Plainfield Fire Protection District | International Association of Fire Fighters and Metropolitan Alliance of Firefighters | 3/19/07 | IAFF | 30 | Firefighters |
| S-RC-07-067 <i>Majority interest</i> | City of Park City | Metropolitan Alliance of Police #492 | 3/19/07 | MAP | 7 | Sworn Police |
| S-RC-04-108 <i>Majority interest</i> | State of Illinois, DCMS RC-14-OCB | American Federation of State, County and Municipal Employees | 03/20/07 | AFSCME | 17 | Telecommunications Supervisor |
| S-RC-05-079 | Village of South Elgin | Metropolitan Alliance of | 3/23/07 | MAP | 5 | Sergeant |

| | | | | | | | |
|-------------|--------------------------|--|--|---------|----------|----|--|
| | <i>Majority interest</i> | | Police #205 | | | | |
| S-RC-07-079 | <i>Majority interest</i> | Chief Judge of the Circuit Court of Cook County (Office of Official Court Reporters) | International Brotherhood of Electrical Workers #134 | 3/23/07 | IBEW | 10 | Specialist and Court Reporter I |
| S-RC-07-057 | <i>Election</i> | City of Princeton (Garbage & Street Department) | International Brotherhood of Electrical Workers #51 | 4/2/07 | No Rep | 15 | |
| S-RC-07-130 | <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 4/19/07 | AFSCME | 7 | Economic Development Representative II |
| S-RC-07-083 | <i>Majority interest</i> | Village of South Chicago Heights | International Brotherhood of Teamsters #726 | 4/20/07 | IBT | 6 | Sworn Police |
| S-RC-07-084 | <i>Majority interest</i> | City of Chester | Laborers 459 | 4/25/07 | Laborers | 25 | Maintenance |
| S-RC-07-081 | <i>Majority interest</i> | New Lenox Fire Protection District | Service Employees International Union #73 | 4/26/07 | SEIU | 55 | Firefighters |
| S-RC-07-136 | <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-63 | American Federation of State, County and Municipal Employees | 5/1/07 | AFSCME | 4 | Network Engineer IV (IL Century Ntwrk) |
| S-RC-05-126 | <i>Majority interest</i> | State of Illinois, Dept of Central Management Services (Corrections) | American Federation of State, County and Municipal Employees | 5/2/07 | AFSCME | 65 | Macon-Piatt Reg Office of Education |
| S-RC-06-005 | <i>Majority interest</i> | Village of Morton Grove | Metropolitan Alliance of Police #435 | 5/2/07 | MAP | 6 | Sergeant |
| S-RC-07-128 | <i>Majority interest</i> | West Franklin County Central Dispatch | Laborers' Int'l Union of North America 773 | 5/2/07 | LIUNA | 12 | |
| S-RC-07-132 | <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-14 | American Federation of State, County and Municipal Employees | 5/2/07 | AFSCME | 4 | Secretary III (IL Century Ntwrk) |
| S-RC-07-134 | <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 5/2/07 | AFSCME | 3 | Acc Rec Spec, Acc Pay Spec Fiscal Asst (IL Cent Ntwrk) |
| S-RC-07-126 | <i>Majority interest</i> | Hardin County Housing Authority | Laborers' Int'l Union of North America 773 | 5/4/07 | LIUNA | 6 | |
| S-RC-07-116 | <i>Election</i> | County of Edgar (Sheriff) | Illinois Fraternal Order of Police Labor Council and International Brotherhood of Teamsters 26 | 5/7/07 | FOP | 8 | Jailers Dispatchers |
| S-RC-07-124 | <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 5/7/07 | AFSCME | 36 | Revenue Audit Supervisor |
| S-RC-07-062 | <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 5/8/07 | AFSCME | 1 | PSA, Option 8Y |

| | | | | | | |
|---|--|---|----------|--------------|-----|---|
| S-RC-07-122 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-63 | American Federation of State, County and Municipal Employees | 5/9/07 | AFSCME | 2 | PSA, Option 9G |
| S-RC-04-044 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-63 | American Federation of State, County and Municipal Employees | 5/9/07 | AFSCME | 166 | PSA, Option 3 |
| S-RC-04-084 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-63 | American Federation of State, County and Municipal Employees | 5/9/07 | AFSCME | 130 | PSA, Option 4 & PSA, Option 6E |
| S-RC-07-066 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-9 | American Federation of State, County and Municipal Employees | 5/9/07 | AFSCME | 12 | Security Therapy Aide IV |
| S-RC-07-004 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 5/10/07 | AFSCME | 35 | PSA, Option 7 (Parole Supervisor) |
| S-RC-07-071 <i>Election</i> | Village of LaGrange | Illinois Fraternal Order of Police Labor Council | 5/11/07 | FOP | 30 | Sworn Police |
| S-RC-05-070 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-28 | American Federation of State, County and Municipal Employees | 5/16/07 | AFSCME | 162 | Office Administrator IV |
| S-RC-07-061 <i>Election</i> | Village of Summit | Teamsters 714 | 5/16/07 | Teamsters | 28 | Firefighters |
| S-RC-07-118 <i>Election</i> | City of Springfield | Policemen's Benevolent Labor Committee and Policemen's Benevolent and Protective Assn 5 | 5/18/07 | PBPA | 259 | Training Cadets, Patrol Officers, Sergeants |
| S-RC-07-097 <i>Majority interest</i> | City of Highwood | International Association of Fire Fighters 3993 | 5/22/07 | IAFF | 7 | Firefighter/ Paramedics & Battalion Chiefs |
| L-RC-06-001 <i>Majority interest</i> | County of Cook (Sheriff) | Metropolitan Alliance of Police 438 | 05/24/07 | MAP | 10 | |
| S-RC-07-075 <i>Election</i> | City of Plano | Illinois Fraternal Order of Police Labor Council | 5/22/07 | FOP | 13 | Sworn Peace Officer |
| S-RC-07-154 <i>Majority interest</i> | Village of South Roxana | Illinois Fraternal Order of Police Labor Council | 5/30/07 | FOP | 4 | Sworn Police |
| S-RC-07-158 <i>Majority interest</i> | City of Effingham (Water Department) | Laborers' International Union of North America | 5/30/07 | LIUNA | 2 | Clerical |
| S-RC-07-160 <i>Majority interest</i> | Village of Tolono | International Brotherhood of Teamsters #26 | 6/5/07 | IBT | 5 | Police Officers |
| S-VR-07-004 <i>Election</i> | State of Illinois, Dept of Central Management Services | Laborers' International Union of North America, #2002, Illinois State Employees Association | 6/8/07 | LIUNA// ISEA | 168 | PSA, Option 7 |
| S-RC-07-093 <i>Majority interest</i> | Village of Monee (Police Department) | International Brotherhood of Teamsters #726 | 6/8/07 | IBT | 8 | Patrolmen, Detective Corporal |

| | | | | | | |
|---|--|--|---------|-----------|-----|--------------------------------|
| S-RC-07-168 <i>Majority interest</i> | Springfield Metropolitan Exposition & Auditorium Authority | Laborers #477 | 6/15/07 | Laborers | 27 | |
| S-RC-06-082 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-14 | American Federation of State, County and Municipal Employees | 6/18/07 | AFSCME | 1 | Safety Resp Analyst Supervisor |
| S-RC-07-099 <i>Majority interest</i> | City of Harvey | Illinois Council of Police | 6/20/07 | ICOP | 9 | Tele-communicators |
| S-RC-07-089 <i>Majority interest</i> | Village of Roscoe | Teamsters #325 | 6/20/07 | Teamsters | 4 | Public Works |
| S-RC-06-061 <i>Majority interest</i> | Village of New Lenox | Metropolitan Alliance of Police #22 | 6/22/07 | MAP | 6 | Patrol Officers |
| S-RC-05-109 <i>Majority interest</i> | Village of Burr Ridge | Metropolitan Alliance of Police #13 | 6/22/07 | MAP | 8 | Patrol Officers |
| S-RC-07-148 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services | Teamsters Professional/ Technical Union #916 | 6/27/07 | Teamsters | 93 | Civil Engineer IV |
| S-RC-05-146 <i>Majority interest</i> | State of Illinois, Dept of Central Management Services RC-62 | American Federation of State, County and Municipal Employees | 6/28/07 | AFSCME | 466 | Executive II |

**CERTIFICATION OF VOLUNTARILY
RECOGNIZED REPRESENTATIVE
FY 2007**

| Case Number | Employer | Labor Organization | Date Certified | No. of Employees | Unit Type |
|-------------|--|--|----------------|------------------|---|
| S-VR-06-001 | Woodstock Fire/Rescue District | Woodstock Career Firefighters Association | 8/8/06 | | |
| S-VR-07-001 | Chief Judge Circuit Court Cook County (Office of Official Court Reporters) | International Brotherhood of Electrical Workers 134 | 9/15/06 | | Clerical |
| S-VR-07-002 | City of Jerseyville | American Federation of State, County and Municipal Employees | 10/3/06 | | Public Property Department |
| S-VR-07-006 | State of Illinois, Dept of Central Management Services (Agriculture) | Laborers International Union, #2002, Illinois State Employees Association | 10/18/06 | 9 | Meat and Poultry Inspector Supervisors |
| S-VR-07-008 | State of Illinois, Dept of Central Management Services (Natural Resources) | Illinois State Employees Association, Laborers' International Union of North America #2002 | 1/26/07 | 2 | Natural Resources Lieutenants (Supervisors) |
| S-VR-07-003 | Chief Judge of the 12 th Judicial Circuit (River Valley Justice Center) | American Federation of State, County and Municipal Employees | 2/21/07 | 3 | Laundry/Inventory Clerk & Kitchen Clerk |
| S-VR-07-010 | Village of Dupo | Laborers #100 | 6/5/07 | 3 | Clerical |

AMENDMENT OF CERTIFICATION FY 2007

| Case Number | Employer | Labor Organization | Date Certified | No. of Employees | Unit Type |
|-------------|---|---|----------------|------------------|------------------|
| L-AC-06-001 | County of Cook | Service Employees International Union | 7/20/06 | | Change from IUOE |
| S-AC-06-005 | City of Park Ridge | International Union of Operating Engineers | 7/26/06 | | Change from SEIU |
| S-AC-06-009 | Village of Itasca | International Union of Operating Engineers | 7/26/06 | | Change from SEIU |
| S-AC-06-003 | Village of Mount Prospect | International Union of Operating Engineers | 7/26/06 | | Change from SEIU |
| S-AC-06-004 | State of Illinois, Department of Military Affairs | Service Employees International Union #73 | 11/27/06 | | Change from GSEU |
| S-AC-07-003 | Village of Bolingbrook | International Union of Operating Engineers #150 | 2/23/07 | | Change from SEIU |

REVOCAION OF PRIOR CERTIFICATION FY 2007

| Case Number | Employer | Labor Organization | Date Certified | Unit Type |
|-------------|-------------------------------------|---|----------------|-------------------------|
| S-DD-07-002 | State's Attorney of Tazewell County | American Federation of State, County and Municipal Employees | 10/6/06 | |
| S-DD-07-004 | City of O'Fallon | American Federation of State, County and Municipal Employees | 10/31/06 | Multi Departments |
| S-DD-07-006 | Village of Southern View | General Teamsters Professional Technical Employees, #916, IBT | 11/27/06 | Public Works |
| S-DD-07-001 | Village of Western Springs | International Union of Operating Engineers #150 | 12/15/06 | Public Works |
| S-DD-07-008 | City of Red Bud | Teamsters #50 | 2/8/07 | Police Officers |
| S-DD-07-005 | Village of Bensenville | International Brotherhood of Teamsters | 5/29/07 | Dispatch, Records Clerk |
| S-DD-07-010 | City of Knoxville | Laborers' International Union of North America 538 | 6/6/07 | Peace Officers |
| S-DD-07-003 | City of Plano | Policemen's Benevolent Labor Committee | 6/25/07 | Sworn Peace Officers |

LOCAL PANEL CASELOAD STATISTICS

Unfair Labor Practice Charges

| | | |
|------------------------------------|-----------|-----|
| Charges Against Employer | 80 | |
| Charges Against Labor Organization | <u>31</u> | |
| TOTAL | | 111 |

Representation Cases

| | | |
|--|----------|----|
| Amendment to Certifications | 0 | |
| Representation/Certification Petitions | 36 | |
| Employer's Representation Petitions | 0 | |
| Decertification Petitions | 0 | |
| Voluntary Recognition Petitions | 0 | |
| Unit Clarification Petitions | 8 | |
| Declaration of Disinterest Petitions | <u>0</u> | |
| TOTAL | | 44 |

Mediation/Arbitration 3

Grievance Arbitration 0

Declaratory Ruling 0

Strike Investigation 0

LOCAL PANEL DISPOSITION OF CASES ACTIVE IN FY 2007

I. BOARD DECISIONS

(A) With Exceptions Filed/Board Motion

| | | |
|----|----|--|
| RC | 27 | |
|----|----|--|

(B) No Exceptions Filed (Non Precedential Recommendations)

| | | |
|----|----------|----|
| CA | 27 | |
| CB | 13 | |
| RC | <u>1</u> | |
| | | 41 |

| | | |
|-----------------|--|----|
| Total Decisions | | 43 |
|-----------------|--|----|

II. EXECUTIVE DIRECTOR DISMISSED
(Not Appealed to the Board)

| | | |
|----|----------|---|
| CA | 2 | |
| CB | 1 | |
| RC | <u>1</u> | |
| | | 4 |

III. CERTIFIED

| | | |
|----|----------|----|
| RC | 21 | |
| UC | <u>2</u> | |
| | | 23 |

IV. WITHDRAWN

| | | |
|----|----------|----|
| CA | 23 | |
| CB | 4 | |
| RC | 3 | |
| UC | <u>2</u> | |
| | | 32 |

**LOCAL PANEL
REPRESENTATION PETITIONS
FILED BY LABOR ORGANIZATIONS**

| | |
|---|----|
| American Federation of State, County and Municipal Employees Council 31 | 21 |
| Illinois Council of Police and Sheriffs | 1 |
| Policemen's Benevolent Labor Committee | 1 |
| Service Employees International Union Local 20 | 3 |
| Service Employees International Union Local 73 | 9 |
| United Brotherhood of Carpenters and Joiners of America, Local 13 | 1 |

**LOCAL PANEL
AMENDMENT OF CERTIFICATION
FY 2007**

| Case Number | Employer | Labor Organization | Date Certified | No. of Employees | Unit Type |
|-------------|----------------|---------------------------------------|----------------|------------------|------------------|
| L-AC-06-001 | County of Cook | Service Employees International Union | 7/20/06 | | Change from IUOE |

**LOCAL PANEL
BARGAINING UNITS CERTIFIED
FY 2007**

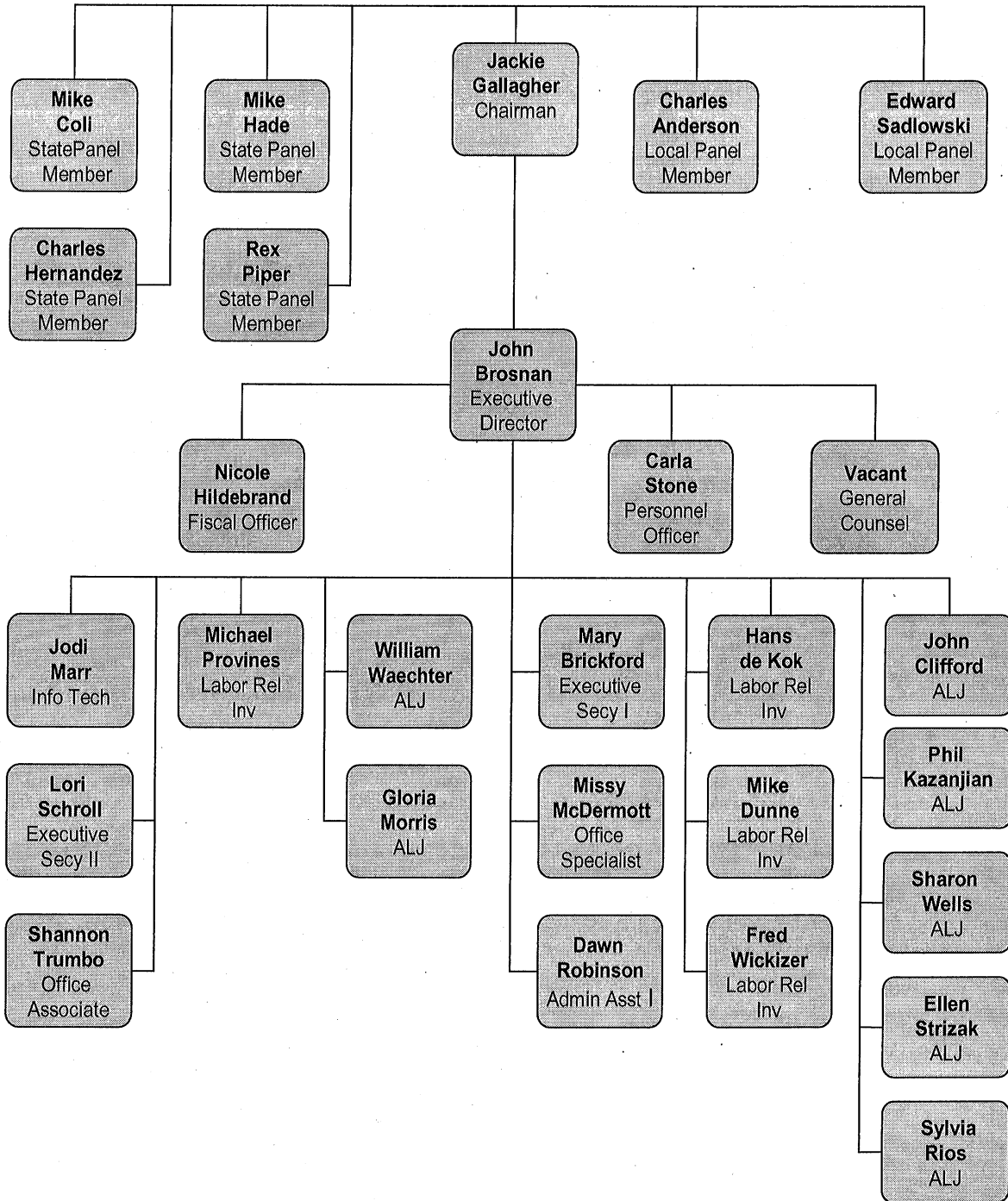
| Case Number | Employer | Labor Organization | Date Certified | Prevailing Party | No. of Employees | Unit Type |
|---|--|---|----------------|------------------|------------------|--------------------------------------|
| L-RC-06-009 <i>majority interest</i> | Cook County Sheriff's Department | American Federation of State, County and Municipal Employees | 8/29/06 | AFSCME | 80 | Lieutenant |
| L-RC-06-020 <i>Election</i> | Cook Co Forest Preserve District | American Federation of Professionals and Illinois Fraternal Order of Police Labor Council | 9/12/06 | FOP | 60 | Sworn Peace Officer |
| L-RC-07-003 <i>Majority interest</i> | City of Chicago | American Federation of State, County and Municipal Employees | 10/31/06 | AFSCME | 9 | Social Worker III |
| L-RC-06-014 <i>Election</i> | Cook County Animal Control | Service Employees International Union, #73 | 11/20/06 | SEIU | 12 | Support Staff |
| L-RC-05-013 <i>Election</i> | Cook County (Oak Forest Hospital) | American Federation of Professionals and Service Employees International Union, #20 | 11/21/06 | SEIU | 578 | |
| L-RC-07-009 <i>Majority interest</i> | City of Chicago, Unit 3 | American Federation of State, County and Municipal Employees | 1/18/07 | AFSCME | 5 | DomViolence Advocate (Human Service) |
| L-RC-06-021 <i>Majority interest</i> | Cook County (Law Library) | Service Employees International Union #73 | 1/18/07 | SEIU | 43 | Administrative |
| L-RC-07-006 <i>Majority interest</i> | Cook County (John H. Stroger Jr. Hospital) | American Federation of State, County and Municipal Employees | 1/25/07 | AFSCME | 22 | Storekeeper, Food Service Supervisor |
| L-RC-07-007 <i>Majority interest</i> | Cook County (John H. Stroger Jr. Hospital) | American Federation of State, County and Municipal Employees | 1/25/07 | AFSCME | 5 | Accountant V |
| L-RC-07-014 <i>Majority interest</i> | Cook County Public Guardian | American Federation of State, County and Municipal Employees | 2/15/07 | AFSCME | 19 | Paralegal |
| L-RC-07-015 <i>Majority interest</i> | County of Cook (President) | Service Employees International Union #73 | 2/20/07 | SEIU | | Sanatarian III |
| L-RC-07-010 <i>Majority interest</i> | City of Chicago (Clerk's Office) | American Federation of State, County and Municipal Employees | 03/12/07 | AFSCME | 4 | Supv. of License Issuance |
| L-RC-06-001 <i>Majority interest</i> | County of Cook (Sheriff) | Metropolitan Alliance of Police 438 | 05/24/07 | MAP | 10 | |

FISCAL YEAR 2007 BUDGET

The Illinois Labor Relations Board's budget appropriation for Fiscal Year 2007 was

| | |
|--------------------------|---------------|
| PERSONAL SERVICES | 1,222,000 |
| RETIREMENT CONTRIBUTIONS | 202,852 |
| SOCIAL SECURITY | 93,483 |
| CONTRACTUAL SERVICES | 228,000 |
| TRAVEL | 25,000 |
| COMMODITIES | 4,500 |
| PRINTING | 4,000 |
| EQUIPMENT | 25,000 |
| EDP | 60,000 |
| TELECOMMUNICATIONS | <u>48,000</u> |
| | 1,912,835 |

Illinois Labor Relations Board FY 2007



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