



Illinois Labor Relations Board

**2024
ANNUAL REPORT**



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 39th 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, 2023 through June 30, 2024.

The ILRB has offices in Springfield and Chicago. The ILRB consists of two panels with four 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 <https://ilrb.illinois.gov>.

The Illinois Labor Relations Board is grateful to Governor J. B. Pritzker, Mayor Brandon Johnson, 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,

/s/ William E. Lowry

William E. Lowry
Chairman

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Jurisdiction of the Board

The Illinois Public Labor Relations Act (Act), 5 ILCS 315 (2014), enacted by Public Act 83-1012, effective July 1, 1984, and last amended effective June 1, 2022, governs labor relations between most public employers in Illinois and their employees, along with the labor organizations that represent these 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 public, non-educational employers and employees throughout 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 (2014), 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. 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.
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.

Funding of the Board

The Illinois Labor Relations Board received a budget appropriation of \$2,188,300 for fiscal year 2024. The ILRB received its funding through the General Revenue Fund (GRF). The ILRB had a lump sum rather than line-item budget for fiscal year 2024. The line-item figures represented below reflect expenditures for those lines. Figures were rounded to the nearest dollar.

| FY 2024 Actual Expenditures | |
|--------------------------------|-----------|
| Regular Positions | 1,421,322 |
| Social Security/Medicare | 102,504 |
| Contractual Services | 132,991 |
| Travel | 2,883 |
| Commodities | 2,632 |
| Printing | 0 |
| Equipment | 3,352 |
| Electronic Data Processing | 245,012 |
| Telecommunication | 19,690 |
| Agency Ops/Lump Sum | 80 |
| Total | 1,930,466 |

Illinois Labor Relations Board Members

STATE PANEL

William E. Lowry (Chair)
Chicago

Kendra Cunningham
Murrayville

Jeffrey W. Mears
Vienna

Frances A. Hurley
Chicago

LOCAL PANEL

Lynne O. Sered (Chair)
Evanston

Charles E. Anderson
Chicago

Angela C. Thomas
Chicago

Illinois Labor Relations Board Staff

EXECUTIVE DIRECTOR
Kimberly F. Stevens

GENERAL COUNSEL
Helen J. Kim

CHIEF FISCAL OFFICER
Aaron M. Itulya

ASSOCIATE GENERAL COUNSEL
Anna Hamburg-Gal

PERSONNEL OFFICER
Brianna N. Klein

ASSISTANT TO GENERAL COUNSEL
Lashonda T. Channel

CASE MANAGER
Brianna N. Klein

ADMINISTRATIVE LAW JUDGES
Donald W. Anderson
Joseph S. Moy

INFORMATION TECHNOLOGY
Brianna N. Klein

Michelle N. Owen
Sharon Purcell

COMPLIANCE OFFICER/
INVESTIGATOR/MEDIATOR
Olivia L. Campbell Reed

INVESTIGATORS
Aaron M. Eisfelder
Richard Cody Huffines
Tiara L. Mackins

LABOR RELATIONS
REPRESENTATION SPECIALIST
Lora S. Rausch

Functions of the Board

Case Processing

The Board has two primary programs, Petition Management (Representation Cases) and Unfair Labor Practice Charges. The following briefly describes the types of cases processed by the Board under each program 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 to represent the same group of employees, 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 a petition seeking an election or a Majority Interest Petition. Where a Majority Interest Petition is filed, 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. The Board can then certify the labor organization as the exclusive representative without an election.

In an Election Petition, a labor organization presents evidence that over 30 percent of the employees seek an election to determine whether a majority desires representation by the petitioning labor organization. The Board then conducts an election to determine the employees' desires regarding 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.

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 by it 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 as defined by the Act), the Board will nevertheless certify the labor organization as the exclusive representative for the unit if the contested positions are not sufficient to affect the labor organization's 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 a combined unit. If the professional and nonprofessional employees decline to 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, an administrative law judge will determine whether there is clear and convincing evidence of fraud or coercion. This recommendation can be reviewed by the Board. 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.

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; and
- 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 FY 2014, 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 claims before the Board.

Other Issues Before the Board

In addition to 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 use interest arbitration on agreement of the parties or in certain instances in negotiating a first contract. The parties may request the Board's roster for other services as well, such as fact-finding, grievance arbitration, and grievance mediation, which 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). A vote of five of the eight Board members is necessary 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. Admin. Code 1300). The Board's rules are available at its offices or on its website at <https://ilrb.illinois.gov>

Referrals to Other Agencies

Board staff members spend a considerable amount of time assisting individuals 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.

Contract Repository/Reporting of Board Decisions

The Board serves as the repository of public sector collective bargaining agreements for employees under the Board's jurisdiction. Contracts are maintained in electronic format and are available upon request to the Board. All Board decisions are reported through the Public Employee Reporter for Illinois (PERI).

Legislative Amendments

None during reporting period.

**Board and Court Decisions
November 2023 – October 2024**

I. Representation Issues

8/12/24

IL LRB-SP

Majority Interest Petition/Supervisory Exclusion/Peace Officers

In *Illinois FOP Labor Council and City of Elgin*, 41 PERI ¶ 40 (IL LRB-SP 2024) (Case No. [S-RC-20-028](#)), the Board adopted, with modification, an ALJ's Recommended Decision and Order (RDO) recommending dismissal of the majority interest petition filed by IFOP, seeking to represent sergeants in the City of Elgin's police department. Applying the four-part supervisory test, the ALJ concluded the employees should be excluded as supervisory employees within the meaning of Section 3(r) of the Act. The ALJ determined that the petitioned-for employees perform work that is substantially different from that of their subordinates and exercise supervisory authority to direct and discipline with independent judgment.

9/12/24

IL LRB-SP

Majority Interest Petition/Workers' Rights Amendment

In *Illinois Council of Police and Village of Bellwood*, 41 PERI ¶ 50 (IL LRB-SP 2024) (Case No. [S-RC-23-017](#)), the Board adopted an ALJ's Recommended Decision and Order (RDO) as a decision of the Board, dismissing the majority interest petition filed by ICOP which sought to represent all full-time peace officers in the rank of Master Sergeant employed by the City of Bellwood. Based on the parties' stipulation that the Master Sergeants are supervisors within Section 3(r) of the Act, the ALJ dismissed the petition, rejecting the Union's contention that the Act's supervisory exclusion is unconstitutional under the Worker's Rights Amendment. The ALJ reasoned that the Board lacked the authority to determine the constitutionality of statutes or question their validity, citing the Illinois Supreme Court's decision in *Goodman v. Ward*, 241 Ill. 2d 398 (2011).

10/10/24

IL LRB-SP

Unit Clarification/Historical Units/Public Employer

In *City of Decatur and Am. Fed. State, Cnty., Mun. Empls., Council 31, and Amalgamated Transit Union, Local 859*, __ PERI ¶ __ (IL LRB-SP 2024) (Case No. [S-UC-24-037](#)), the City filed a unit clarification petition to include several newly created transit maintenance positions in an existing bargaining unit represented by AFSCME. The positions were created after the City assumed responsibility for public transit maintenance from MV Transportation, a private contractor, and hired former MV Transportation transit maintenance employees into the newly created positions at issue. ATU filed a petition to intervene, asserting the Board should recognize its historical representation of the transit maintenance positions and were

previously recognized in collective bargaining agreements between ATU and MV Transportation. The Executive Director dismissed ATU's petition to intervene, reasoning that ATU's representation ceased when the former MV Transportation employees were hired by the City, a public employer. She also reasoned that the Board's rules do not provide for intervention in unit clarification proceedings before the matter is set for hearing before an administrative law judge. On appeal, the Board affirmed the dismissal of the petition to intervene because it was inappropriately filed. The Board also noted that even if it were to consider the petition, ATU's substantive arguments were unpersuasive.

II. Employer Unfair Labor Practices

12/14/23

IL LRB-LP

Effects Bargaining/Duty to Bargain/Unilateral Change/Information Requests

In *Coalition of Unionized Public Employees (COUPE) and American Federation of State, County, and Municipal Employees, Council 31*, 40 PERI ¶ 74 (IL LRB-LP 2023) (Case No. [L-CA-22-014](#), [L-CA-22-015](#)), Charging Parties COUPE and AFSCME alleged the City of Chicago committed unfair labor practices in connection with the City of Chicago's COVID-19 vaccination mandate. An ALJ found that the City bargained in bad faith in violation of Section 10(a)(4) and (1) of the Act. She found that although the City was not obligated to bargain over the decision to implement its vaccination policy and reporting requirement, it was obligated to bargain over the effects of that policy and changes to the sick leave addendum to agreement or impasse before it implemented those changes. She found the following to be bargainable effects over which the Charging Parties sought to bargain: (1) disciplinary sanctions against employees, (2) no-pay status consequence for failure to report and/or vaccinate, (3) the implementation date, (4) allotted time for receiving vaccination and whether it is compensable, (5) sick leave availability for employees suffering vaccine side effects, and (6) safety concerns arising from the scope of the employer's vaccine mandate, specifically its non-applicability to contractors working in close proximity to unit employees. Applying the Taft factors, the ALJ determined that the parties had not reached impasse on their negotiations over the effects of the policy and changes to the sick leave addendum. Noting that the COVID-19 pandemic had been in existence for over a year and a vaccine had been available to the public under the FDA's emergency use authorization, she found that there were no exigent circumstances excusing the City's failure to bargain over the effects and changes to the sick leave addendum before implementation. The ALJ also found that the City violated Section 10(a)(4) by refusing to provide to provide Charging Parties with requested relevant and necessary information. Finally, the ALJ denied the City's motion to defer the allegations related to the unilateral implementation of its vaccination policy and sick leave addendum to the arbitration award issued by Arbitrator George T. Roumell, Jr., on December 15, 2021, under the Spielberg deferral doctrine.

The Board accepted the ALJ's recommendations but also noted that the Charging Parties expressly asserted that it was not taking exception to the ALJ's finding that the vaccination policy was a matter of inherent managerial authority. The Board noted that that finding along with the ALJ's findings on direct dealing and the City's repeated announcements, to which neither party filed exceptions, would remain non-precedential findings binding only

upon the parties. The City appealed the Board's decision to the Illinois Appellate Court, First District.

12/14/23

IL LRB-LP

Motion to Stay

In *Troopers Lodge #41, Fraternal Order of Police and State of Illinois, Department of Central Management Services, (Illinois Department of Police)*, 40 PERI ¶ 74 (IL LRB-LP 2023) (Case No. [S-CA-22-008](#)), the Board denied the State's motion for a stay pending resolution of its petition for review in the Illinois Appellate Court.

2/8/24

IL LRB-LP

Retaliation/Concerted Activity/Interference with Employee Rights

In *Fraternal Order of Police Lodge No. 7 and City of Chicago (Police Department)*, 40 PERI ¶ 78 (IL LRB-SP 2024) (Case No. [L-CA-21-025](#), [L-CA-21-030](#)), the Lodge alleged that the City engaged in unfair labor practices (1) by suspending and initiating charges against its president, John Catanzara, in retaliation for his protected, concerted activity; (2) by its City Council issuing a resolution calling for Catanzara's resignation as Lodge president, and (3) by asking the City's Police Department's Bureau of Internal Affairs ("BIA") to open an investigation into Catanzara's statements related to the January 6 insurrection if Catanzara did not resign. An ALJ concluded that the City's actions related to Catanzara's suspension and the initiation of charges, did not constitute retaliation under Section 10(a)(1) and (2) of the Act. She found that the Lodge established a prima facie case for retaliation but determined that the matter involved dual motives. She then found that the City established that it would have taken the same actions against Catanzara in the absence of his participation in protected, union activities. The ALJ, however, concluded that the City violated Section 10(a)(1) when its City Council passed the resolution calling for Catanzara's resignation.

On the Lodge's exceptions, the Board accepted the ALJ's recommendations regarding the Lodge's retaliation claims. Because neither party took exception to the ALJ's recommendations related to the City Council's resolution, the Board allowed those findings to stand as non-precedential but binding on the parties. Charging Party appealed the Board's decision to the Illinois Appellate Court, First District.

03/14/24

IL LRB-SP

Executive Director Dismissal/Standing/Retaliation

In *Dustin Wartman and Village of Chicago Heights*, 40 PERI ¶ 91 (IL LRB-SP 2024) (Case No. [S-CA-23-043](#)), the Board's Executive Director dismissed an unfair labor practice charge alleging that the Employer and exclusive representative agreed to a collective bargaining agreement provision that excluded the Charging Party from receiving retroactive pay increases because Charging Party was no longer a union member. The Executive Director found that the Charging Party, who had resigned several months before the contract was ratified, was no

longer a public employee and thus, lacked standing to file the charge. She further noted that even if Charging Party Board had standing, the evidence did not support the allegation that the agreeing to such a provision amounted to unlawful activity. On appeal, the Board affirmed the Executive Director's dismissal of the charge, noting the difference between being a member of the Union and being a member of the bargaining unit represented by the Union.

04/11/2024

IL LRB-LP

Executive Director Dismissal/Untimely Appeal

In Aranna Smith and State of Illinois, Department of Central Management Services, Department of Corrections, 40 PERI ¶ 103 (IL LRB-SP 2024) (Case No. [S-CA-23-094](#)), the Executive Director dismissed, on timeliness grounds, the unfair labor practice charge filed by Charging Party alleging that the Employer engaged in unfair labor practices when it denied her maternity leave. The Executive Director determined that the charge was filed outside the Act's six-month limitations period. Charging Party appealed the dismissal, but the Board found that the appeal untimely filed and struck the appeal.

04/11/2024

IL LRB-LP

Executive Director Dismissal/Weingarten Rights/Choice of Union Representatives

In Illinois Federation of Public Employees, IFT-AFT and Illinois Secretary of State, Illinois Security Department, 40 PERI ¶ 104 (IL LRB-SP 2024) (Case No. [S-CA-23-097](#)), IFPE alleged that the Employer violated Section 10(a)(4) and (1) of the Act when it excluded specific IFPE representatives from representing a unit member in the Employer's Security Department during an Office of Inspector General investigatory interview over the employee's alleged misconduct. The Executive Director dismissed the charge. Relying on the Board's decision in *State of Ill., Dep't. of Cent. Mgmt. Servs. (Eppley)*, 23 PERI ¶ 48 (IL LRB-SP 2007), she found that the member was not entitled to choose a specific representative and that the Employer did allow the member to have union representative present. She rejected the Union's claim that the Employer improperly deprived the employee of knowledgeable representatives by disqualifying five individuals from representing him because they were potential witnesses to the alleged misconduct. The Executive Director found that the Employer had a legitimate reason for preventing those individuals from serving as the employee's representative because their presence in the interview could present a conflict of interest. She further noted that the Respondent conveyed this rationale to the Union and gave IFPE's newly selected representative more than a week to become familiar with the employee's case before holding the interview.

On appeal, the Board reversed the dismissal and remanded the case to the Executive Director to issue a complaint for hearing. The Board found that there were issues of law and fact on whether the Employer was entitled to disqualify all local IFPE representatives from representing the unit member at the investigatory interview, noting that Eppley is not dispositive of the charge.

05/09/24

IL LRB-SP

Deferral/Weingarten Rights/Waiver

In *Bret Essick and City of Elgin*, 40 PERI ¶ 118 (IL LRB-SP 2024) (Case No. [S-CA-21-008](#)), the Charging Party filed an unfair labor practice charge alleging that the City of Elgin denied him his Weingarten rights during a meeting with his supervisor. During the pendency of the unfair labor practice investigation, the City discharged Charging Party for the conduct that was the subject of the meeting with his supervisor. Essick grieved the termination and the matter proceeded to arbitration before Arbitrator Jonathan L. Klein, who denied the grievance, noting that the City of Elgin had not violated Essick's Weingarten rights. The arbitrator reasoned that the City did not deny Essick's request for a union representative at the meeting with his supervisor and that Essick knowingly and voluntarily waived his rights when he attended the meeting with his supervisor. An ALJ denied the City's motion to defer the charge to the arbitration award under the Spielberg doctrine, concluding that the last criterion of the Spielberg doctrine, i.e., the arbitration award must not be repugnant to the Act, was not satisfied because there was insufficient evidence that Essick clearly and unmistakably waived his Weingarten rights. In addition, the ALJ noted that the arbitrator's finding of waiver was based on inference and the absence of direct evidence that the arbitrator acknowledged was crucial to a waiver analysis.

Upon the City's exceptions, the Board accepted the ALJ's findings and recommendations and remanded the matter to the ALJ for hearing on the complaint's allegations. The Board found that the arbitrator failed to apply the appropriate analysis for the waiver of Weingarten rights. Noting that under Board precedent, once an employee requests union representation in an investigatory interview, the employer must grant the request, discontinue the interview, or offer the employee the choice of continuing the interview without union representation, the Board found that the arbitrator presumed that Essick was already aware of these options and continued with the interview without representation.

05/09/24

IL LRB-SP

Post-Janus Amendments/Refusal to Bargain

In *American Federation of State, County, and Municipal Employees, Council 31, and the County of Warren, Warren County Circuit Clerk, Warren County Sheriff, and Warren County State's Attorney*, 40 PERI ¶ 119 (IL LRB-SP 2024)(Case No. [S-CA-23-049](#)), AFSCME alleged that the Employer engaged in unfair labor practices when it failed to bargain in good faith over its proposals related to the 2019 post-Janus amendments to the Act. An ALJ issued a Recommended Decision and Order concluding that the Employers refused to bargain in violation of Section 10(a)(4) and (1) of the Act, when it repeatedly rejected AFSCME's proposals on mandatory subjects covered by the post-Janus amendments, asserting that the Employers would abide by its statutory obligations. The Board rejected the Employers' exceptions and adopted the ALJ's RDO in its entirety as a decision of the Board.

05/09/24

IL LRB-SP

Executive Director Dismissal/Direct Dealing/Apparent Authority

In *Metropolitan Alliance of Police, Chapter 699, and Village of Wheaton*, 40 PERI ¶ 120 (ILRB-SP 2024) (Case No. [S-CA-23-098](#)), MAP alleged that the Village engaged in unfair labor practices within the meaning of Sections 10(a)(4) and (1) of the Act when it engaged in direct dealing by negotiating a memorandum of understanding (MOU) regarding lateral hires with the local chapter 699 president, who lacked authority to enter into the agreement, and then concealed the MOU from the Charging Party. The Executive Director dismissed the charge on three grounds: (1) the charge was untimely; (2) there was no direct dealing because MOU was negotiated and executed by an elected union official; and the president of the local had apparent authority. On appeal, the Board reversed the dismissal and remanded the matter to the Executive Director to issue a complaint for hearing. The Board determined that the allegations raised issues of fact for hearing concerning the local president's actual and apparent authority.

07/18/24

IL LRB-LP

Executive Director Dismissal/Prima Facie Case/Retaliation

In *Nicole Williams and Chicago Transit Authority*, 41 PERI ¶ 33 (IL LRB-SP 2024) (Case No. [L-CA-24-020](#)), Charging Party alleged that the CTA engaged in unfair labor practices in violation of Sections 10(a)(1) and 10(a)(2) of the Act when it failed to process her application for a bus instructor training program in retaliation for Charging Party's campaign for a leadership position with her Union. The Board's Executive Director dismissed the charge on the grounds the available evidence failed to raise issues for hearing. On appeal, the Board reversed the dismissal and remanded the matter to the Executive Director to issue a complaint for hearing. The Board found that there was sufficient evidence to raise issues on each element of Charging Party's prima facie case for retaliation under Section 10(a)(1) and (a)(2) of the Act.

07/18/24

IL LRB-SP

Executive Director Dismissal/Suspicious Timing/Retaliation

In *Donte' Eskeridge and State of Illinois, Department of Central Management Services*, 41 PERI ¶ 31 (IL LRB-SP 2024) (Case No. [S-CA-24-046](#)), Charging Party alleged that his Employer reached an agreement with his union to conduct a lottery to determine seniority for unit members with the same hire date in retaliation for filing an unfair labor practice charge in a different case. The Executive Director dismissed the charge, finding there was insufficient evidence to support a causal connection between the filing of the charge and the alleged offensive conduct. The Executive Director noted that timing of the conduct was the only evidence of a causal connection which is insufficient to establish a prima facie case of retaliation. On appeal, the Board affirmed the dismissal.

08/12/24

IL LRB-SP

Executive Director Dismissal/Investigatory Interview/Concerted Activity

In *D’Juana Ratliff and State of Illinois, Department of Central Management Services*, 41 PERI ¶ 38 (IL LRB-SP 2024) (Case No. [S-CA-24-062](#)), the Charging Party alleged that the Employer engaged in unfair labor practices when it harassed her in the workplace and denied her union representation at two disciplinary meetings in violation of her Weingarten rights, in retaliation for complaining about her supervisors. The Executive Director dismissed the charge finding that the available evidence failed to raise issues warranting a hearing. First she found that the evidence failed to indicate a causal connection between the Employer’s actions and Charging Party’s complaints—the alleged protected activity. The Executive Director also observed that Charging Party’s complaints were personal in nature and thus, did not constitute concerted activity. Regarding the Weingarten rights allegation, the Executive Director determined that the disciplinary meetings were not investigatory interviews that would trigger Charging Party’s Weingarten rights. The Board affirmed the dismissal of the charge.

8/16/24

Illinois Appellate Court, First District

Rule 23 Order—2024 IL App (1st) 231466-U

Make Whole Remedies/Damages for Emotional Distress

In *Janda and Bollinger v. Ill. Labor Relations Bd., et al.*, the court issued a Rule 23 order affirming the Board’s decision in *County of Cook and Sheriff of Cook County (Janda and Bollinger)*, 40 PERI ¶ 11 (IL LRB-LP 2023) (Case No. [L-CA-21-033](#)). In the underlying Board decision, the Board adopted the ALJ’s Recommended Decision and Order finding that the Respondents engaged in unfair labor practices when the Cook County Sheriff filed a complaint register against Janda and Bollinger and transferred them to less favorable assignments in retaliation for speaking out against the practice of “cross-watching” and threatened them in response to their protected, concerted activity in violation of Section 10(a)(1) of the Act. Relevant to the issues on appeal, the Board rejected the Charging Parties’ exceptions to the remedies recommended by the ALJ and declined to adopt the NLRB’s decision in *Thryv. Inc., and the Int’l Brotherhood of Electrical Workers, Local 1269*, 373 NLRB No. 22, slip op. 19, claiming that that case expanded available remedies to include consequential damages as part of a make-whole remedy, including compensation for emotional distress. The Board observed that the NLRB’s decision did not purport to change the law on make-whole relief as asserted by the Charging Parties and that adoption of consequential damages would establish a remedy broader than the one described in Thryv.

On appeal, the court ruled that the Board did not err in failing to award damages for emotional distress. The court observed that Thryv was recently vacated by the Fifth Circuit Court of Appeals and that notwithstanding vacatur of the award, Thryv did not require the award of non-pecuniary damages such as damages for emotional distress. The court also noted that the appellants failed to provide any other support of their contentions.

09/12/24

IL LRB-LP

Disclosure of Prohibited Information/Third-Party Request of Employee Contact Information/ULPs Under Section 10(a)(8) and (a)(9)

In *American Federation of State, County, and Municipal Employees, Council 31, and City of Chicago*, 41 PERI ¶ 48 (IL LRB-SP 2022) (Case No. [L-CA-22-033](#)), AFSCME alleged the City of Chicago engaged in unfair labor practices in connection with the City's response to a Freedom of Information Request for information about City employees in AFSCME represented bargaining units. An ALJ found that the names and contact information of bargaining unit members as provided by the City in its response fell within the categories of information prohibited from disclosure under Section 6(c-5) of the Act but concluded that the City's disclosure of that information did not constitute an unfair labor practice under Section 10(a)(9) of the Act because the evidence failed to establish that the City knew or should have known the information would be used for purposes set forth in Section 10(a)(9). She further determined that the City's failure to notify AFSCME of the April 2021 Request or to provide a AFSCME a copy or summary of its response to such a request was not an unfair labor practice under Section 10(a)(9). Next, the ALJ found that City violated Section 10(a)(8) of the Act when it failed to take action to implement a policy to prevent further third-party access to its email or other communications systems after AFSCME apprised the City of an email from Opt Out Today.

AFSCME took exception to the absence of a finding that the City's disclosure of bargaining unit members' contact information was prohibited by Section 6(c-5), added to the Act as part of the 2019 post-Janus amendments, constituted an independent violation of Section 10(a)(1) of the Act. Noting the case presented issues of first impression, the Board remanded the matter to the ALJ to amend the complaint for hearing to include an independent Section 10(a)(1) allegation and to provide findings and recommendations on the amended allegation. In addition, the Board noted that the complaint contained allegations that the disclosure of employee contact information constituted a violation of Section 10(a)(8) irrespective of a third-party's use of an employer's email system and instructed the ALJ to provide findings and recommendations on those allegations.

09/12/24

IL LRB-SP

Retaliation/Unilateral Change/Legitimate Business Reorganization

In *Metropolitan Alliance of Police, Chapter, and City of Harvey (Police Department)*, 41 PERI ¶ 49 (IL LRB-SP 2024) (Case No. [S-CA-21-110](#)), MAP alleged the City of Harvey engaged in unfair labor practices when it passed an ordinance eliminating the rank of sergeant and creating new lieutenant positions. An ALJ denied the Village's motion to exclude from evidence anti-union statements made by the Mayor of Harvey, which the Village contended, were obtained through unlawful eavesdropping. Based in part on the admitted statements, the ALJ concluded the Village passed the ordinance in retaliation for the sergeants' participation in protected union activity. Applying the three-step Central City analysis, the ALJ also concluded that the City failed and refused to bargain over the decision, and its effect, to eliminate the rank of sergeant and create new

lieutenant positions. She rejected the City's contention that it passed the ordinance as part of a legitimate business organization.

10/28/24

Illinois Appellate Court, First District

Rule 23 Order—2024 IL App (1st) 221924-U

Shift Trades/Mandatory Subject/Waiver Language/Alteration of Status Quo

In *City of Park Ridge v. ILRB and Park Ridge Fire Fighters, IAFF, Local 2687*, the court affirmed, in a Rule 23 Order, the Board's decision in *Park Ridge Fire Fighters, IAFF, Local 2687 and City of Park Ridge*, 39 PERI ¶ 64 (IL LRB-SP 2022) (Case No. [S-CA-19-079](#)). In its decision, the Board accepted an ALJ's recommendation that the City violated Sections 10(a)(4) and 10(a)(1) of the Act when it unilaterally changed its policy regarding qualifications for shift trades and thereby altered the status quo during the pendency of interest arbitration proceedings. The Board first accepted the ALJ's findings that qualifications for shift trades concerned a mandatory subject of bargaining, affirming the ALJ's findings under the three-part Central City analysis. The Board next affirmed the ALJ's findings that Charging Party did not waive bargaining over qualifications for shift trades because the parties' collective bargaining agreement contained no language evidencing that Charging Party clearly and unmistakably relinquished its right to bargain. Finally, the Board accepted the ALJ's findings that Respondent improperly altered the status quo regarding shift trades during the pendency of interest arbitration proceedings, where Respondent had allowed such trades for 25 years and neither party made proposals to modify the relevant provision during negotiations for a successor agreement.

III. Union Unfair Labor Practices

12/14/23

IL LRB-SP

Dismissal/10(b)(3) Claims/Union Membership Status Discrimination

In *Dustin Wartman and Policemen's Benevolent and Protective Association, Unit 64*, 40 PERI ¶ 75 (IL LRB-SP 2023) (Case No. [S-CB-23-016](#)), the Charging Party alleged that the Union engaged in unfair labor practices when it caused the employer to discriminate against him by negotiating a successor collective bargaining agreement that included retroactive wage increases only for members of the Union on the date of ratification and excluded former employees who were non-union members on the date of ratification from receiving the same. Charging Party refused to file a grievance over Charging Party's accident review rating and when one of its representatives violated a term of the collective bargaining agreement between the Union and Charging Party's employer. The Executive Director dismissed the charge on grounds that available evidence failed to raise issues for hearing, observing that Section 10(b)(3) requires evidence that an employer discriminated against a charging party in violation of Section 10(b)(2) of the Act and that the provision at issue provided for retroactive increases for members of the bargaining unit of which, having resigned from his position, the Charging Party was no longer a member. On appeal, the Board affirmed the Executive Director's dismissal of the charge, noting the difference between being a member of the Union and being a member of the bargaining unit represented by the Union.

1/11/24

IL LRB-LP

Executive Director Dismissal/Duty of Fair Representation/Untimely Charge

In *Rachel Carter and Service Employees International Union, Local 73*, 40 PERI ¶ 76 (IL LRB-LP 2024) (Case No. [L-CB-23-024](#)), Charging Party alleged the Union engaged in unfair labor practices within the meaning of Section 10(b) of the Act when it failed to file a grievance or otherwise assist Charging Party with her workplace harassment and retaliation claims against her employer. The Executive Director dismissed the charge on timeliness grounds and on the grounds that there was insufficient evidence that Respondent engaged in intentional misconduct, noting that under Section 6(d) of the Act and Board precedent, a labor organization is afforded considerable discretion in handling grievances. On appeal, the Board affirmed the Executive Director's determinations that charge was filed outside the Act's six-month limitations period, rejecting the Charging Party's contention on appeal that her NLRB filing tolled the Act's limitation period and finding no evidence that Charging Party was prevented from timely filing the charge with the Board.

2/8/24

IL LRB-LP

Executive Director's Dismissal/Breach of Duty of Fair Representation/Statement of Service/Rules Variance

In *Bridget Rogers and International Brotherhood of Teamsters, Local 700*, 40 PERI ¶ 79 (IL LRB-LP 2024) (Case No. [L-CB-24-003](#)), Charging Party alleged the Union violated its duty of fair representation by negotiating terms in the successor agreement with the employer that diminished her seniority. The Executive Director dismissed the charge finding the evidence failed to indicate that the Union took any action against Charging Party based on bias or hostility towards her constituting intentional misconduct. On appeal, the Board noted the appeal lacked the requisite statement of service but granted a variance from its rules and considered the appeal. The Board then affirmed the dismissal on the merits.

02/14/24

IL LRB-SP

Dismissal/Breach of Duty of Fair Representation/Standing

In *James W. Gertie and International Brotherhood of Teamsters, Local 731*, 40 PERI ¶ 82 (IL LRB-SP 2024) (Case No. [S-CB-23-013](#)), the Charging Party alleged that the Union engaged in unfair labor practices when it refused to file a grievance over Charging Party's accident review rating and when one of its representatives violated a term of the collective bargaining agreement between the Union and Charging Party's employer. The Executive Director dismissed the charge on grounds that Charging Party lacked standing to pursue allegations that the Union violated provisions of the governing collective bargaining agreement and on the grounds that the available evidence failed to indicate that the Union engaged in intentional misconduct. On appeal, the Board affirmed the dismissal of the charge for the reasons stated by the Executive Director.

3/14/24

IL LRB-LP

Executive Director Dismissal/Breach of Duty of Fair Representation/Untimely Charge

In *Felicia Williams and International Brotherhood of Teamsters, Local 700*, 40 PERI ¶ 89 (IL LRB-LP 2024) (Case No. [L-CB-23-026](#)), the Charging Party alleged the Union failed to respond to and process her grievance against her employer over a dispute with her foreman. The Board's Executive Director dismissed the charge on timeliness grounds on grounds that there was insufficient evidence the Union engaged in intentional misconduct. On appeal, the Board affirmed the dismissal finding that the charge was untimely filed and declined to reach the merits of the charge, noting that it loses jurisdiction over charges filed outside the Act's limitations period.

4/11/24

IL LRB-LP

Dismissal/Breach of Duty of Fair Representation/Standing

In *Karen Simpson and American Federation of State, County, and Municipal Employees, Council 31*, 40 PERI ¶ 114 (IL LRB-LP 2024) (Case No. [L-CB-24-004](#)), the charge alleged the Union engaged in unfair labor practices when its representatives required her to attend a meeting to address some workplace concerns involving Charging Party and one representative made a rude remark about Charging Party to another co-worker. The Executive Director dismissed the charge finding the charge and available evidence failed to indicate that the Union acted with discriminatory motives or otherwise engaged in intentional misconduct. On appeal, the Board affirmed the dismissal for the reasons stated by the Executive Director.

5/9/24

IL LRB-LP

Executive Director Dismissal/Breach of Duty of Fair Representation

In *James Gray and Chicago Fire Fighters Union, Local 2*, 40 PERI ¶ 117 (IL LRB-LP 2024) (Case No. [L-CB-24-012](#)), the Charging Party alleged the Union engaged in unfair labor practices when it failed to inform him that the arbitration award reinstating him as a firefighter with the City of Chicago was vacated and then failed to respond to his inquiries about his right to appeal that decision. The Executive Director dismissed the charge on grounds the evidence failed to indicate that the Union's failure to inform or respond to Charging Party's inquiries constituted intentional misconduct, observing that, at best, the Union's conduct was the result of negligence. On appeal, the Board affirmed the dismissal for the reasons stated by the Executive Director.

6/20/24

IL LRB-SP

Dismissal/Intentional Misconduct/Retaliation for Participation in Board Proceedings/Nexus/Statute of Limitations

In *Jason Smith and American Federation of State, County, and Municipal Employees, Council 31*, 41 PERI ¶ 38 (IL LRB-SP 2024) (Case No. [S-CB-24-003](#)), the Charging Party alleged that the Union violated Section 10(b)(1) and (b)(6) of the Act when it failed to present

essential evidence at the arbitration of his discharge grievance and then refused to appeal the arbitrator's award upholding the discharge based on his race and in retaliation for his participation in protected activity. The Charging Party also alleged the Union's conduct also violated Section 10(b)(3) of the Act because it affirmed the employer's termination of his employment. The Executive Director dismissed the charge on grounds the evidence failed to support the foregoing allegations. She determined, that although the evidence indicated Charging Party engaged in protected activity, the evidence failed to point to any connection or nexus between the Union's conduct and the protected activity. Furthermore, the Executive Director noted there was no evidence that the Union discriminated against Charging Party based on his race. Finally, the Executive Director found that the Section 10(b)(3) claim was filed outside the six-month limitations period. On appeal, the Board affirmed the dismissal for the reasons stated by the Executive Director.

7/18/24

IL LRB-SP

Dismissal/Intentional Misconduct/Retaliation for Resigning from Union Membership

In *Donte' Eskeridge and International Union of Operating Engineer, Local 399*, 41 PERI ¶ 32 (IL LRB-SP 2024) (Case No. [S-CB-24-011](#)), the Charging Party alleged that the Union violated Section 10(b)(1) of the Act when it reached an agreement with the employer conduct a lottery to determine seniority among three employees hired on the same date. Charging Party alleged that the Union entered into this agreement, which disadvantaged him, because he resigned from membership in the Union. The Executive Director dismissed the charge on grounds the evidence failed to indicate that the Union engaged in intentional misconduct in entering into an agreement with the employer to resolve seniority. On appeal, the Board considered Charging Party's racial discrimination claims raised on appeal but found them unsupported by the evidence and affirmed the dismissal.

8/12/24

IL LRB-LP

Dismissal/Standing/Jurisdiction/Intentional Misconduct

In *Nicole Williams and Amalgamated Transit Union, Local 241*, 41 PERI ¶ 36 (IL LRB-LP 2024) (Case Nos. L-CB-24-015, -021), Charging Party alleged the Union engaged in unfair labor practices by intentionally violating the collective bargaining agreement and by failing to pursue hers and other unit member's grievances in retaliation for participating in protected activity. The Executive Director dismissed the charge in Case No. L-CB-24-015 on standing and jurisdictional grounds and dismissed the charge in Case No. L-CB-24-021 on the grounds that the evidence failed to demonstrate that the Union engaged in intentional misconduct with respect to the failure to pursue certain grievances. On appeal, the Board affirmed the dismissal for the reasons stated by the Executive Director.

10/10/24

IL LRB-LP

Dismissal/Standing/Jurisdiction/Collusion/Intentional Misconduct/Internal Union Policies

In *Nicole Williams and Amalgamated Transit Union, Local 241*, __ PERI ¶ __ (IL LRB-LP 2024) (Case Nos. L-CB-25-001), Charging Party alleged the Union engaged in unfair labor practices by unlawfully entering into an MOU to extend the expiring collective bargaining agreement, fraudulently obtaining union member ratification, and by failing to abide by its internal by-laws. The Executive Director dismissed the allegations regarding the MOU and the failure to abide by the Union's by-laws on standing and jurisdictional grounds. She dismissed the remaining allegations on the grounds that the evidence failed to demonstrate that the Union engaged in intentional misconduct with respect to the failure to pursue certain grievances. On appeal, the Board affirmed the dismissal for the reasons stated by the Executive Director.

IPLRA UPDATES

Legislative Amendments/Rulemaking November 2023 – October 2024

Legislative Amendment Public Act 103-0856 Adoption of Timeliness Goals and Reporting Requirements

On August 9, 2024, Governor J.B. Pritzker signed into law Public Act 103-0856, amending Sections 5 and 11 of the Illinois Public Labor Relations Act (IPLRA). The amendment to Section 11 adds subsection (i) which sets forth timeliness goals for the processing of unfair labor practice charges, including timeliness goals for completing investigations to dismissal, complaint for hearing, or deferral (100 days), scheduling the start of hearings upon issuance of a complaint for hearing (60 days), issuing recommended decisions and orders upon close of the record (120 days), and issuing Board decisions and orders within 90 days of the completion of the Board's process for filing appeals. The amendment to Section 5 modifies subsection (e) to add specific reporting requirements relating to the processing of unfair labor practice charges and timeliness goals, on an annual basis.

Proposed Board Rulemaking Part 1210 Representation Proceedings and Part 1220 Unfair Labor Practice Proceedings

The Board proposed amendments to Section 1210.170 of its rules regarding unit clarification petitions to reflect changes to Section 9(a-6) of the Act which sets forth the circumstances under which a labor organization or public employer may seek to clarify an existing bargaining unit. The Board also proposed amendments to Sections 1220.50 and 1210.107 hearing rules to require parties to provide CDs or DVDs in triplicate if they wish to submit video and audio evidence.

Interest Arbitration Awards

Forest Preserve District of Will County & International Union of Operating Engineers Local 150

S-MA-23-092, Edwin Benn, #784, 07/06/2023

Arb. Ref.: 23.159

1. Monthly contribution rates to Welfare Fund (Employer's offer)

City of Chicago and Fraternal Order of Police Lodge #7

L-MA-18-016, Edwin Benn, #785, 08/02/2023, Supplemental Award

AAA 01-22-0003-6534, Arb. Ref. 22.372

1. Retention Bonuses (Language)
2. Arbitration of Discipline (Language)

City of Quincy and Policemen's Benevolent Labor Committee

S-MA-21-273, S-MA-21-274, Michael A. Wojcik, #786, 08/21/2023

1. Holidays (Status Quo)
2. Health Insurance (City's final offer)
3. Wages (Union's final offer)
4. Duration (Union's final offer)

County of Winnebago and Sheriff of Winnebago County & AFSCME Council 31 Local #473

S-MA-22-002, Thomas R Sonneborn, #787, 09/12/2023

1. Wages
2. Years of Service Steps
3. Insurance
4. Absenteeism
5. Vacancies
6. Holidays
7. Bereavement Leave
8. Labor-Management Meetings

Village of Midlothian & Midlothian Professional Fire Fighters Association, Local 3148

S-MA-23-219, Edwin Benn, #789, 09/19/2023

1. Duration
2. Wages
3. Drug and Alcohol Testing
4. Paramedic Stipend
5. Hospitalization and Medical Insurance
6. Residency
7. Overtime Distribution and Hire Back
8. Tentative Agreements
9. Retroactivity

City of Chicago and Fraternal Order of Police, Chicago Lodge No. 7

L-MA-18-016, Edwin Benn, 10/19/2023

1. Arbitration of discipline (option for arbitrating grievances protesting discipline in excess of 365 days and dismissals)
2. Term of Agreement
3. Salary schedule
4. Bidding for Mass Transit
5. Details
6. Homicide teams
7. Probationary officers
8. Foot pursuit policy
9. Body worn cameras
10. Tuition reimbursement
11. Payment of wages
12. Payment of time
13. "Peoples' Court"
14. Regular days off cancellations
15. Parental leave
16. Upgrades and stipends
17. Time requirements for notification of option for certain grievances being progressed to arbitration
18. Investigation time limits
19. Retirement credentials
20. Retention bonus
21. Physical fitness premium
23. Safety issues

Town of Cicero & Illinois FOP Labor Council

S-MA-20-255, Matthew Finking, #793, 11/22/2023

1. Entire contract

County of Cook and Sheriff of Cook County & Illinois FOP Labor Council

L-MA-24-002, Peter R. Meyers, #794, 01/02/2024

1. Work Schedule (Employer)

City of Chicago and Fraternal Order of Police Lodge #7

L-MA-18-016, Edwin Benn, #795, 01/04/2024, Final Supplemental Award

AAA 01-22-0003-6534, Arb. Ref. 22.372

1. Arbitration of grievances protesting disciplinary suspensions in excess of 365 days and dismissals.

Town of Cicero and Illinois Fraternal Order of Police Labor Council (Police Sergeants Unit)

S-MA-21-012, Steven M. Bierig, #796, 06/16/2024

1. Wages for 2021-2025
2. Longevity Pay
3. Sergeant Training Pay
4. Retiree Health Insurance
5. Sick Leave Accrual
6. Personal Days

Caseload Statistics

| | STATE PANEL | LOCAL PANEL | TOTAL |
|-------------------------------|----------------|----------------|-------|
| Unfair Labor Practice Charges | | | |
| CA | 105 | 36 | 141 |
| CB | 35 | 32 | 67 |
| Total | 140 | 68 | 208 |
| Representation Cases | | | |
| AC | 1 | 1 | 2 |
| RC | 65 | 22 | 87 |
| RD | 7 | 2 | 9 |
| UC | 65 | 14 | 79 |
| VR | 4 | 0 | 4 |
| DD | 14 | 0 | 14 |
| Total | 156 | 39 | 195 |
| Grievance Arbitration Cases | 3 | 0 | 3 |
| Mediation/Arbitration Cases | 254 | 4 | 258 |
| Total | 257 | 4 | 261 |
| Declaratory Rulings | 1 | 0 | 1 |
| Strike Investigations | 0 | 0 | 0 |
| Total Caseload | 554 | 111 | 665 |

- 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
- DR - Declaratory Rulings

Representation Cases Certified

| | STATE PANEL | LOCAL PANEL | TOTAL |
|---|----------------|----------------|-------|
| Labor Organization Prevailed | 20 | 0 | 20 |
| “No Representation” Prevailed | 3 | 0 | 3 |
| Cases Certified | 23 | 0 | 23 |
| Number of Units Certified (Majority Interest) | 47 | 14 | 61 |
| Voluntary Recognized Representatives | 2 | 0 | 2 |
| Revocation of Prior Certifications | 13 | 0 | 13 |

Unfair Labor Practice Charges Workload

| | 2023 | 2024 |
|------------------------------------|------|------|
| Cases pending start of fiscal year | 340 | 336 |
| Charges filed during fiscal year | 185 | 205 |
| Total caseload | 525 | 541 |
| Total cases closed | 189 | 227 |

Petition Management (Representation) Workload

| | 2023 | 2024 |
|--|------|------|
| Petitions pending start of fiscal year | 82 | 100 |
| Petitions filed during fiscal year | 234 | 194 |
| Total caseload | 316 | 294 |
| Total cases closed | 216 | 199 |

Case Actions in FY 2024

| | STATE PANEL | LOCAL PANEL | TOTAL |
|--------------------------------------|----------------|----------------|-------|
| I. BOARD DECISIONS | | | |
| (A) With exceptions filed | | | |
| CA | 10 | 9 | 19 |
| CB | 5 | 7 | 12 |
| RC | 0 | 0 | 0 |
| UC | 0 | 0 | 0 |
| Total | 15 | 16 | 31 |
| (B) With no exceptions filed | | | |
| CA | 4 | 1 | 5 |
| CB | 0 | 1 | 1 |
| RC | 2 | 0 | 2 |
| UC | 0 | 0 | 0 |
| Total | 6 | 2 | 8 |
| (C) Strike Investigations | | | |
| | 0 | 0 | 0 |
| (D) Declaratory Ruling | | | |
| | 2 | 0 | 2 |
| II. ADMINISTRATIVE DISMISSALS | | | |
| (Not appealed to the Board) | | | |
| CA | 28 | 17 | 45 |
| CB | 19 | 23 | 42 |
| RC | 1 | 0 | 1 |
| RD | 1 | 1 | 2 |
| Total | 49 | 41 | 90 |
| III. CERTIFIED | | | |
| AC | 1 | 1 | 2 |
| DD | 15 | 0 | 15 |
| RC/RD | 71 | 16 | 87 |
| UC | 49 | 14 | 63 |
| VR | 2 | 0 | 2 |
| Total | 138 | 31 | 169 |
| IV. WITHDRAWALS | | | |
| CA | 87 | 6 | 93 |
| CB | 12 | 12 | 24 |
| RC/RD | 10 | 2 | 12 |
| UC | 10 | 0 | 10 |
| VR | 2 | 0 | 2 |
| Total | 121 | 20 | 141 |

Certifications of Representative

S-RC-23-029 Election

Village of Harwood Heights and Metropolitan Alliance of Police, Chapter #303 and Illinois Council of Police

Date Certified: 7/3/2023

Prevailing Party: Metropolitan Alliance of Police

Unit Description: All police officers in the following ranks: Patrol Officer; Corporal; Sergeant.

S-RC-23-048 Majority Interest

City of Berwyn and Service Employees International Union, Local 73

Date Certified: 7/3/2023

Prevailing Party: Service Employees International Union

Unit Description: Administrative Assistant; Animal Control Officer; Booking Officer; Community Relations Specialist; Community Service Officer; Compliance Analyst; Criminal Investigations Secretary; Crossing Guard; Data Analyst and Disposal Manager; Graffiti Removal Technician; Lock Up Technician; Maintenance; Parking Enforcement Officer; Project Manager; Records Clerk; Records Manager.

S-RC-23-049 Majority Interest

City of Plano (Department of Public Works and Building Department) and Metropolitan Alliance of Police, Plano Civilian Chapter #555

Date Certified: 7/3/2023

Prevailing Party: Metropolitan Alliance of Police

Unit Description: All full-time employees of the Public Works Department in the divisions of Streets, WWTP, Inspector, Locator, Meter Reader, Water, All full-time employees of the Building Department in the position of Building Inspector

S-RC-23-043 Majority Interest

County of Jo Daviess (Jo Daviess Transit) and International Brotherhood of Teamsters, Local 722

Date Certified: 7/18/2023

Prevailing Party: International Brotherhood of Teamsters

Unit Description: All full-time and parttime employees under the following job titles: Transit Driver; Dispatcher; and Mechanic/Collision Technician; and 2 Medicaid & Billing Coordinator

S-RC-23-054 Majority Interest

City of Paris and Policemen's Benevolent Labor Committee

Date Certified: 7/19/2023

Prevailing Party: Policemen's Benevolent Labor Committee

Unit Description: All Police Sergeants

S-RD-23-007 Election

Village of Bradley and Scott Williams and Laborers International Union of North America

Date Certified: 7/19/2023

Prevailing Party: No Representation

S-RC-22-056 Election
City of North Chicago and Metropolitan Alliance of Police, North Chicago Police Sergeants Chapter #276 and Illinois Council of Police
Date Certified: 7/31/2023
Prevailing Party: Metropolitan Alliance of Police
Unit Description: Sergeants

S-RC-23-032 Election
Illinois Fraternal Order of Police Labor Council and United Steelworkers of America
Date Certified: 7/31/2023
Prevailing Party: Illinois Fraternal Order of Police Labor Council
Unit Description: Unit A: All Peace Officers with the rank of Patrolman and Sergeants

S-RC-23-044 Election
Northeastern Illinois University and Illinois Council of Police and Metropolitan Alliance of Police Chapter #636
Date Certified: 07/31/2023
Prevailing Party: Illinois Council of Police
Unit Description: All sworn peace officers in the rank of Patrol Officer.

S-RC-24-002 Majority Interest
County of Macoupin (Macoupin County Health Department) and American Federation of State, County and Municipal Employees, Council 31
Date Certified: 7/31/2023
Prevailing Party: American Federation of State, County and Municipal Employees
Unit Description: Include in S-UC-18-037 Public Transportation Drivers

S-RC-24-003 Majority Interest
Village of Homewood and Metropolitan Alliance of Police, Homewood Sergeant Chapter #622
Date Certified: 7/31/2023
Prevailing Party: Metropolitan Alliance of Police
Unit Description: All full-time sworn police officers holding the rank of Sergeant.

S-RC-23-033 Election
City of Wood River and Illinois Fraternal Order of Police Labor Council and United Steelworkers of America
Date Certified: 8/1/2023
Prevailing Party: Illinois Fraternal Order of Police Labor Council
Unit Description: Unit B: All Telecommunicators, Records Clerks, and PSAP Manager

S-RC-23-045 Election
Village of Elburn and Illinois Fraternal Order of Police Labor Council and Illinois Council of Police
Date Certified: 8/1/2023
Prevailing Party: Illinois Fraternal Order of Police Labor Council
Unit Description: All part-time employees of the Village of Elburn in the rank of Patrol Officer

S-RC-23-059 Majority Interest

Village of Hillside and Metropolitan Alliance of Police, Proviso Central Dispatch Chapter #429

Date Certified: 8/2/2023

Unit Description: All full-time Telecommunicators (Dispatchers) employed by the Village of Hillside's Proviso Central Dispatch Center

S-RC-23-060 Majority Interest

Village of Elk Grove Village and Metropolitan Alliance of Police, Elk Grove Sergeant Chapter #142

Date Certified: 8/3/2023

Prevailing Party: Metropolitan Alliance of Police

Unit Description: All full-time sworn peace officers holding the rank of Sergeant

S-RC-23-047 Majority Interest

Village of Wilmette and International Union of Operating Engineers, Local 399

Date Certified: 8/7/2023

Prevailing Party: International Union of Operating Engineers

Unit Description: All full-time and regular part-time Water Plant Operators, Maintenance Workers, Water Plant Mechanics, Water Plant Electricians, and Water Meter Repair Technicians

S-RD-23-008 Election

St. Clair Township and Susan Gruberman and International Union of Operating Engineers, Local 148

Date Certified: 8/7/2023

Prevailing Party: No Representation

L-RC-23-018 Majority Interest

City of Chicago and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 8/22/2023

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: Include in AFSCME Unit #3 Data Scientist

L-RC-23-020 Majority Interest

County of Cook and Medical Examiner of Cook County and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 8/22/2023

Unit Description: Include in L-RC-21-011 Grief Counselor

S-RC-23-061 Majority Interest

City of Venice and International Union of Operating Engineers, Local 148

Date Certified: 8/22/2023

Prevailing Party: All full-time Telecommunication Officers and PSAP Manager/Telecommunications Officer.

S-RC-23-063 Majority Interest

City of Venice and International Union of Operating Engineers, Local 148

Date Certified: 8/22/2023

Prevailing Party: Full time certified and commissioned Police Officers of all ranks, excluding Chief of Police and the Assistant Chief of Police

S-RC-24-001 Majority Interest

Village of Hinsdale and International Association of Fire Fighters

Date Certified: 8/22/2023

Prevailing Party: International Association of Fire Fighters

Unit Description: All sworn, full-time positions in the ranks of Firefighter and Firefighter/Paramedic

S-RC-23-053 Majority Interest

City of Burbank and Metropolitan Alliance of Police, Burbank Police Civilian Chapters #435

Date Certified: 8/23/2023

Prevailing Party: Metropolitan Alliance of Police

Unit Description: All full-time and part-time employees of the Police Department in the positions of Office Manager, Executive Assistant, Records Clerk and FOIA Clerk

L-RC-23-017 Majority Interest

City of Chicago and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 9/14/2023

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: Include Staff Assistant (Code 0366) Department of Public Health in AFSCME Bargaining Unit #1

S-RC-24-009 Majority Interest

City of Crystal Lake, Fire Department, and Crystal Lake Firefighters, I.A.F.F, Local 3926

Date Certified: 9/20/2023

Prevailing Party: Crystal Lake Firefighters, I.A.F.F., Local 3926

Unit Description: All Battalion Chiefs, Bureau Chiefs and full-time firefighters, full-time firefighterparamedics, lieutenants and lieutenant paramedics employed by the City of Crystal Lake.

L-RC-24-005 Majority Interest

County of Cook and Sheriff of Cook County and Service Employees International Union, Local 73

Date Certified: 9/21/2023

Prevailing Party: Service Employees International Union, Local 73

Unit Description: Accountant III; Accountant IV; Administrative Analyst I; Administrative Analyst II; Administrative Analyst IV; Administrative Analyst V; Administrative Assistant V; Administrative Support IV (held by Erik Roberts); Caseworker II; Caseworker III; Community Corrections Coordinator; Correction Rehabilitation Worker I; Correction Rehabilitation Worker II; Counselor III; Criminal Research Analyst II; I.D. Systems Analyst; I.D. Systems Technician; Programmer II; Programmer III; Quality Review Assistant-Records; Systems Analyst Trainee; Systems Analyst II; Systems Analyst III; Vocational Instructor; Youth Service Worker I; Youth Service Worker II; Youth Service Worker III

L-RC-24-006 Majority Interest

City of Chicago and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 9/21/2023

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: Add Equity Officer to AFSCME Bargaining Unit #3

L-RC-24-001 Majority Interest

County of Cook, Health & Hospital System and Service Employees International Union, Local 73

Date Certified: 9/28/2023

Prevailing Party: Service Employees International Union

Unit Description: Include Optometrist

L-RC-24-004 Majority Interest

City of Chicago and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 9/28/2023

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: Add Language Access Coordinator to AFSCME Bargaining Unit #3

S-RC-24-010 Majority Interest

Village of Lisle, Police Department and Metropolitan Alliance of Police, Lisle Police Civilian Chapter #411

Date Certified: 9/28/2023

Prevailing Party: Metropolitan Alliance of Police

Unit Description: All full-time and part-time non-sworn employees of the police department in the positions of Records Clerk, Evidence and Property Coordinator

S-RC-24-007 Majority Interest

County of Gallatin and County Clerk and Recorder, State's Attorney, Supervisor of Assessments, and Treasurer of Gallatin County and International Union of Operating Engineers, Local 318

Date Certified: 10/2/2023

Prevailing Party: International Union of Operating Engineers

Unit Description: State's Attorney Office Manager, Deputy Treasurer, County Highway Secretary, Deputy Assessor, Deputy Recorder, Deputy County Clerk, and Supervisor of Assessments Assistant – GIS Mapping

S-RC-24-008 Majority Interest

Gallatin County Circuit Clerk and International Union of Operating Engineers, Local 318

Date Certified: 10/2/2023

Prevailing Party: International Union of Operating Engineers

Unit Description: Deputy Circuit Clerk

S-RC-24-016 Majority Interest

Champaign-Urbana Public Health District and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 10/4/2023

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: All permanent full time, permanent part time employees including Account Technician I, Dental Assistant, Dental Assistant II, Deputy Registrar, Doula, Environmental Health Specialist-In-Training, Intake Specialist, IT Helpdesk Technician, Laboratory Assistant, Licensed Practical Nurse II, Maintenance Technician, Medical Billing Specialist, Public Health Tech II, Special Projects Assistant - Contact Tracers, Special Projects AssistantGeneral, Special Projects Assistant - Peer Counselor, Health Educator, Case Manager, Communicable Disease Investigator, Dental Hygienist, Emergency Preparedness Planner, Environmental Health Specialist I, Environmental Health Specialist II, Health Educator II, IT Web Designer, Licensed Practical Nurse III, Nurse Practitioner I, Nutritionist, Nutritionist II, Public Health Nurse I, Public Health Nurse II, Special Projects Coordinator.

S-RC-24-019 Majority Interest

City of Naperville, Police Department and Metropolitan Alliance of Police, Naperville Civilian Unit 2, Chapter 744

Date Certified: 10/5/2023

Prevailing Party: Metropolitan Alliance of Police

Unit Description: All full-time and part-time civilian employees (non-sworn) of the Naperville Police Department in the following titles: Animal Control Office Assistant; Animal Control Officer; Animal Control Supervisor; Community Service Officer; Crime Scene Technician; Vehicle Reclamation Officer

S-RC-24-006 Majority Interest

State of Illinois – Department of Natural Resources and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 10/11/2023

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: Blasting Specialist, Blasting Expert, and Blasting Supervisor

S-RC-24-014 Majority Interest

City of Cahokia Heights and International Union of Operating Engineers, Local 520

Date Certified: 10/11/2023

Prevailing Party: All full-time and regular part-time employees in the Code, Demolition/Street, Environmental, Finance, Fitness Center, Parks, Prairies and Water/Sewer Departments; electricians; all full-time and regular part-time non-commissioned police department employees

L-RC-24-007 Majority Interest

City of Chicago and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 10/13/2023

Prevailing Party: American Federation of State, County and Municipal Employees, Council 31

Unit Description: Administrative Supervisor, Senior Public Information Officer in AFSCME Bargaining Unit #1

S-RC-24-020 Majority Interest

City of Wood Dale, Police Department and Illinois Council of Police

Date Certified: 10/23/2023

Prevailing Party: Illinois Council of Police

Unit Description: All City of Wood Dale police department employees in the job title of: Community Service Officer, Property Custodian, Records Specialist, Property Maintenance Inspector

S-RC-24-024 Majority Interest

City of Spring Valley and Illinois Council of Police

Date Certified: 10/26/2023

Prevailing Party: Illinois Council of Police

Unit Description: All full-time sworn patrol officers employed by the City of Spring Valley

S-RC-24-022 Majority Interest

Village of Grant Park and Illinois Fraternal Order of Police Labor Council

Date Certified: 10/31/2024

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: All full-time sworn police officers in the rank of Police Officer and Police Sergeant

S-RC-24-018 Majority Interest

City of East St. Louis and Policemen's Benevolent Labor Committee

Date Certified: 11/3/2023

Prevailing Party: Policemen's Benevolent Labor Committee

Unit Description: Civilian workers of the East St. Louis Police Department, including jailers and records clerk(s)

S-RC-24-029 Majority Interest

Bloomington Public Library Board and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 11/9/2023

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: All full and part-time employees of the Bloomington Public Library in the following positions: Custodian; Librarian; Library Assistant 1, 2, and 3; Library Association 1; Library Technical Assistant; and Security Officer

S-RC-24-021 Majority Interest

Forest Preserve District of Kane County and Metropolitan Alliance of Police, Kane County Forest Preserve Police, Chapter #315

Date Certified: 11/14/2023

Prevailing Party: Metropolitan Alliance of Police

Unit Description: All full-time sworn peace officers holding the rank of Patrol Officer

S-RC-24-030 Majority Interest

Blackhawk Fire Protection District and International Association of Fire Fighters

Date Certified: 11/29/2023

Prevailing Party: International Association of Fire Fighters

Unit Description: All full-time Firefighter EMT's, Firefighter Paramedics, Lieutenant EMT's, and Lieutenant Paramedics

S-RC-24-031 Majority Interest

New Milford Fire Protection District and International Association of Fire Fighters

Date Certified: 11/29/2023

Prevailing Party: International Association of Fire Fighters

Unit Description: All full-time Firefighter EMT's, Firefighter Paramedics, Lieutenant EMT's, and Lieutenant Paramedics

S-RC-24-013 Election

Village of Wauconda and Illinois Council of Police and Illinois Fraternal Order of Police Labor Council

Date Certified: 12/28/2023

Prevailing Party: Illinois Council of Police

Unit Description: All full-time sworn peace officers below the rank of Sergeant

S-RC-24-033 Majority Interest

County of Ogle and Coroner of Ogle County and Illinois Fraternal Order of Police Labor Council

Date Certified: 12/28/2023

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: Full-time Deputy Coroners

S-RC-24-017 Election

County of Lake and Sheriff of Lake County and Policemen's Benevolent and Protective Association and International Brotherhood of Teamsters, Local 700

Date Certified: 12/28/2023

Prevailing Party: Policemen's Benevolent and Protective Association

Unit Description: Corrections Officer, Corrections Officer/Maintenance; Correctional Support; Jail Receptionist; Resident Field Coordinator

L-RC-24-011 Majority Interest

City of Chicago and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 1/2/2024

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: Senior Risk Analyst

S-RC-24-011 Election

County of Montgomery and Sheriff of Montgomery County and Laborers International Union of North America, Local 1084 and Laborers, Local 773

Date Certified: 1/8/2024

Prevailing Party: Laborers International Union of North America

Unit Description: Jailers/Correctional Officers

S-RC-24-012 Election

County of Montgomery and Sheriff of Montgomery County and Laborers International Union of North America, Local 1084 and Laborers, Local 773

Date Certified: 1/8/2024

Prevailing Party: Laborers International Union of North America

Unit Description: Full-time classifications: Clerk, Maintenance, Cook; and the full-time and part-time classifications: Telecommunicator/ Dispatcher

L-RC-23-016 Majority Interest

City of Chicago (Public Library) and America Federation of State, County and Municipal Employees, Council 31

Date Certified: 1/9/2024

Prevailing Party: America Federation of State, County and Municipal Employees

Unit Description: CPL Help Desk Supervisor

S-RC-24-023 Election

City Taylorville and Illinois Fraternal Order of Police Labor Council and Policemen's Benevolent Labor Committee

Date Certified: 1/23/2024

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: All full-time peace officers in classifications of Patrolman and Sergeant

S-RD-21-001 Election

City of Sullivan and International Brotherhood of Electrical Workers, Local 51 and Dustin Booker

Date Certified: 1/23/2024

Prevailing Party: International Brotherhood of Electrical Workers

Unit Description: Water Plant Operator; Sewer Plant Operator; Maintenance Worker; Lead Worker; Truck Driver; Laborer; Water Plant Foreman; and Street Foreman.

L-RC-24-003 Majority Interest

City of Chicago and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 2/1/2024

Prevailing Party: American Federation of State, County and Municipal Employees

Unit Description: Include Staff Assistants (Code 0366) Marcella DiNicola and Lateka Link in AFSCME Bargaining Unit #1

S-RC-24-035 Majority Interest

County of Sangamon and Laborers International Union of North America, Local 477

Date Certified: 2/2/2024

Prevailing Party: Laborers International Union of North America

Unit Description: Full-time Crew Chief, Engineering Assistant, Foreman, Lead Mechanic, Senior Resident Technician, and Township/Subdivision Coordinator.

S-RC-24-036 Majority Interest
Cornbelt Fire Protection District and Cornbelt Firefighters and International Association of Firefighters, Local 5469

Date Certified: 2/7/2024

Prevailing Party: International Association of Firefighters

Unit Description: Fire Captain

S-RC-24-025 Election
County of Stephenson and Sheriff of Stephenson County and Illinois Fraternal Order of Police Labor Council and Policemen's Benevolent Labor Committee

Date Certified: 2/14/2024

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: Deputy Sheriff, Deputy Corporal, Investigator, Sergeant and Sergeant Investigator

S-RC-24-026 Election
County of Stephenson and Sheriff of Stephenson County and Illinois Fraternal Order of Police Labor Council and Policemen's Benevolent Labor Committee

Date Certified: 2/14/2024

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: Correctional Officer and Correctional Corporal

S-RC-24-027 Election
County of Stephenson and Sheriff of Stephenson County and Illinois Fraternal Order of Police Labor Council and Policemen's Benevolent Labor Committee

Date Certified: 2/14/2024

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: Telecommunicator, Clerk/Deputy, Courthouse Maintenance Supervisor, Courthouse Maintenance and Jail Maintenance

S-RC-24-039 Majority Interest
Village of Mundelein and International Brotherhood of Electrical Workers, Local 150

Date Certified: 2/22/2024

Prevailing Party: International Brotherhood of Electrical Workers

Unit Description: Telecommunicators, Assistant Telecommunicator Supervisor

S-RC-24-041 Majority Interest
Village of Midlothian and Illinois Council of Police

Date Certified: 3/12/2024

Prevailing Party: Illinois Council of Police

Unit Description: Records Clerk, Community Service Officer, and Animal Control Officer

S-RC-24-044 Majority Interest
Town of Cicero and Illinois Fraternal Order of Police Labor Council

Date Certified: 3/11/2024

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: Telecommunicators

S-RC-24-037 Majority Interest
Village of Divernon and Policemen's Benevolent Labor Committee

Date Certified: 3/18/2024
Prevailing Party: Policemen's Benevolent Labor Committee
Unit Description: Police Officers

S-RC-24-047 Majority Interest
Champaign-Urbana Public Health District and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 3/28/2024
Prevailing Party: American Federation of State, County and Municipal Employees
Unit Description: Public Health Technician I

S-RC-24-052 Majority Interest
City of Trenton and International Union of Operating Engineers, Local 148

Date Certified: 4/15/2024
Prevailing Party: International Union of Operating Engineers
Unit Description: Maintenance Employees

S-RC-24-042 Election
Village of Cherry Vallet and Metropolitan Alliance of Police and Illinois Fraternal Order of Police Labor Council

Date Certified: 4/22/2024
Prevailing Party: Metropolitan Alliance of Police
Unit Description: Patrol Officer and Investigator

S-RC-24-053 Majority Interest
Macon County Conservation District and American Federation of State, County and Municipal Employees, Council 31

Date Certified: 4/22/2024
Prevailing Party: American Federation of State, County and Municipal Employees
Unit Description: Administrative Assistant, Custodian, Historical Sites Manager, Marketing Specialist, Natural Resources Technician, Part Time Naturalist, Program Specialist, Site Technician, Site Technician/Resident Guard, Unit Superintendent/Resident Guard, Volunteer Coordinator, Weekend Naturalist

S-RC-24-050 Majority Interest
City of Braidwood and International Brotherhood of Teamsters, Local 179

Date Certified: 4/24/2024
Prevailing Party: International Brotherhood of Teamsters
Unit Description: All Clerks in Accounting Dept, Records Clerk in Police Dept., Water Clerks, Zoning Clerks, Deputy Clerks, and Office Manager.

L-RC-24-014 Majority Interest
County of Cook and Sprinkler Fitters and Apprentices Union Local No. 281, AFL-CIO
Date Certified: 4/25/2024
Prevailing Party: Sprinkler Fitters
Unit Description: Sprinkler Fitters

L-RC-24-016 Majority Interest
County of Cook, Health and Hospital System and Service Employees International Union, Local 73
Date Certified: 5/3/2024
Prevailing Party: Service Employees International Union
Unit Description: Social Services Coordinator

S-RC-24-054 Majority Interest
Orland Fire Protection District and International Brotherhood of Electrical Workers, Local 134
Date Certified: 5/3/2024
Prevailing Party: International Brotherhood of Electrical Workers
Unit Description: Full Time Facilities Manager, Maintenance Mechanics, and Fleet Supervisor

S-RC-24-049 Majority Interest
City of Troy and Policemen's Benevolent and Protective Association
Date Certified: 5/14/2024
Prevailing Party: Policemen's Benevolent and Protective Association
Unit Description: Sergeants

S-RC-24-040 Majority Interest
County of Randolph and Sheriff of Randolph County and Policemen's Benevolent and Protective Association
Date Certified: 5/14/2024
Prevailing Party: Policemen's Benevolent and Protective Association
Unit Description: Sheriff's Deputy; Process Service Officer; Courthouse Security Officer

L-RC-24-015 Majority Interest
City of Chicago and International Brotherhood of Electrical Workers, Local 134
Date Certified: 5/15/2024
Prevailing Party: International Brotherhood of Electrical Workers
Unit Description: Chief of Electrical Inspectors

S-RC-24-045 Election
Town of Cortland and Illinois Council of Police and Metropolitan Alliance of Police
Date Certified: 6/6/2024
Prevailing Party: Illinois Council of Police
Unit Description: Sworn full-time peace officers

S-RC-24-046 Election
Oakbrook Terrace, Police Department and Metropolitan Alliance of Police, Chapter #519 and Illinois Fraternal Order of Police Labor Council

Date Certified: 6/6/2024

Prevailing Party: Metropolitan Alliance of Police

Unit Description: Patrol Officer and Sergeant

S-RC-24-048 Election

City of Newton, Police Department and Policemen's Benevolent and Protective Association and Southern and Central Illinois Laborer's District Council, Laborer's Local 1197

Date Certified: 6/6/2024

Prevailing Party: Policemen's Benevolent and Protective Association

Unit Description: F/T and P/T employees of PD (Clerk and Police Officer)

S-RC-24-057 Majority Interest

Village of Rantoul and International Union of Operating Engineers, Local 399

Date Certified: 6/6/2024

Prevailing Party: International Union of Operating Engineers

Unit Description: F/T and reg P/T skilled maintenance employees working for the Village of Rantoul in the Street and Systems, Water, Wastewater, Sanitary and Gas/HVAC departments

S-RC-24-043 Election

Sangamon, County of and Sheriff of Sangamon County and Illinois Council of Police and Illinois Fraternal Order of Police Labor Council

Date Certified: 6/12/2024

Prevailing Party: Illinois Fraternal Order of Police Labor Council

Unit Description: All tenured Merit Deputies by the Merit Commission and Court Security Officers.

S-RC-24-058 Majority Interest

County of Kane and International Union of Operating Engineers, Local 399

Date Certified: 6/14/2024

Prevailing Party: International Union of Operating Engineers

Unit Description: Chief Engineer, Technician 1, Technician 2, Technician 3

S-RC-24-060 Majority Interest

Village of Inverness and Metropolitan Alliance of Police, Inverness Police, Chapter #270

Date Certified: 6/26/2024

Prevailing Party: Metropolitan Alliance of Police

Unit Description: Officers below the rank of Sergeant

S-RC-24-062 Majority Interest

Springfield Park District and Policemen's Benevolent Labor Committee

Date Certified: 6/27/2024

Prevailing Party: Policemen's Benevolent Labor Committee

Unit Description: Patrolman, Sergeant, and Lieutenant

S-RD-24-005 Election

Village of Crestwood, Police Department and Lukasz Sztachelski and Illinois Council of Police

Date Certified: 6/28/2024

Prevailing Party: No Representation

Certification of Voluntarily Recognized Representative

S-VR-24-003

City of Winchester and International Union of Operating Engineers, Local 965

Date Certified: 3/4/2024

Unit Description: Municipal Worker; Public Works Lead; City Collector; and Deputy Clerk

S-VR-24-001

**County of Peoria, Peoria County Animal Protection Services and Teamsters, Local 627,
International Brotherhood of Teamsters**

Date Certified: 3/28/2024

Unit Description: Animal Control Officer; Administrative Specialist I; Administrative Specialist II;
Kennel Technicians

Amendment to Certifications

L-AC-24-001

City of Chicago, Police Department and Chicago John Dineen Lodge No. 7

Date Certified: 9/6/2023

Amendment: Fraternal Order of Police, Chicago Lodge No. 7, be changed to: Chicago John Dineen
Lodge No. 7

S-AC-24-001

County of Bureau and International Brotherhood of Teamsters, Local 722

Date Certified: 4/30/2024

Amendment: Add "County Clerk and County Treasurer" to the list of employers

Revocation of Prior Certification

S-DD-24-001

Village of Dixmoor and Illinois Fraternal Order of Police Labor Council

Date of Revocation: 10/12/2023

Unit Description: All full-time Officers and Sergeants, including uniformed Patrol Officers and Sergeants,
non-uniformed Detectives, Evidence Technicians, Youth Officers, Narcotics Officers and such other
Police job classifications as may be created from time to time.

S-DD-24-002

**State of Illinois (Department of Natural Resources) and Service Employees International Union,
Local 73**

Date of Revocation: 10/10/2023

Unit Description: All individuals in classification title of Public Service Administrator, Option 8X in a supervisors-only bargaining unit.

S-DD-24-003

City of Trenton and Teamsters, Automotive, Petroleum and Allied Trades, Local 50

Date of Revocation: 10/23/2023

Unit Description: All persons employed full-time and regular part-time as maintenance employees by the City of Trenton in the following departments: Park, Street and Alley Department; Water and Sewer Department.

S-DD-24-004

County of White and Sheriff of White County and Laborers International Union of North America, Local 1197

Date of Revocation: 10/26/2023

Unit Description: The Secretary employed by the White County Sheriff's Department.

S-DD-24-005

County of Kendall, Kendall County Clerk – Recorder, Clerk – Recorder's Office, Office of the Assessor and International Brotherhood of Teamsters, Local 330

Date of Revocation: 12/4/2023

Unit Description: All full-time employees in the Kendall County ClerkRecorder's Office in the following job classifications: Accounts Payable Clerk, Voter Registration Clerk, Deputy Clerk, and Deputy Recorder; and all full-time employees in the Kendall County Assessor's Office in the following job classifications: Board of Review Clerk, Office Manager and Property Record Card Clerk.

S-DD-24-006

County of Wayne (Highway Department) and Laborers International Union of North America, Local 1197

Date of Revocation: 12/19/2023

Unit Description: Maintenance Operator; Foreman

S-DD-24-007

Sangamon County Board and American Federation of State, County and Municipal Employees

Date Revocation: 12/20/2023

Unit Description: Operators, Parts Men, Maintainers I, II & III, Mechanics I & II, Night Service Men, Night Watchmen, Ditch Crew Chiefs, Structure Maintenance Lead Workers, Hand Patching Lead Workers, Roadside Foreman, Traffic/Structures Foreman, Engineering Technician, Engineering Assistant, Pavement Foreman, Township Specialist, Equipment Foreman

S-DD-24-009

Village of Hebron and Illinois Fraternal Order of Police Labor Council

Date of Revocation: 1/3/2024

Unit Description: Full-time sworn police officers in the rank of Lieutenant and below

S-DD-24-008

County of Macon, State's Attorney of Macon County and Illinois Fraternal Order of Police Labor Council

Date of Revocation: 1/8/2024

Unit Description: Administrative Assistants; Victim Witness Coordinator and Personnel Director

S-DD-24-013

City of Troy and Illinois Fraternal Order of Police Labor Council

Date of Revocation: 5/10/2024

Unit Description: Full-time sworn police officers in the rank of Sergeant

S-DD-24-011

County of Randolph and Sheriff of Randolph County and American Federation of State, County and Municipal Employees

Date of Revocation: 5/13/2024

Unit Description: Sheriff's Deputy; Process Service Officer; Courthouse Security Officer

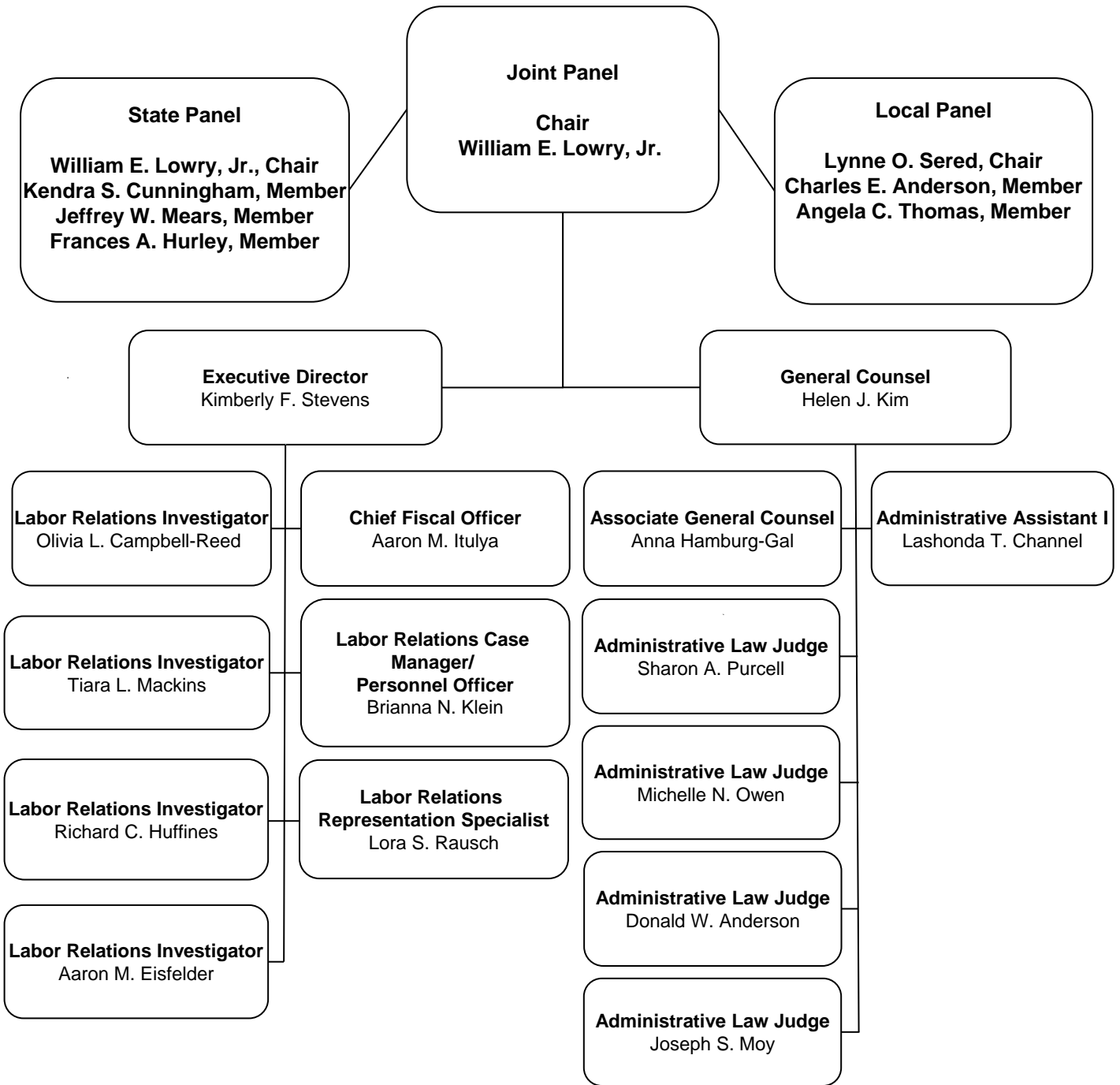
S-DD-24-012

Springfield Park District and Illinois Fraternal Order of Police Labor Council

Date of Revocation: 5/29/2024

Unit Description: Patrolman; Sergeant; Lieutenant

Illinois Labor Relations Board Organizational Chart



CHICAGO OFFICE

160 North LaSalle Street
Suite S-400
Chicago, IL 60601
312-793-6400

SPRINGFIELD OFFICE

801 South 7th Street
Suite 1200A
Springfield, IL 62703
217-785-3155

WEBSITE

<https://ilrb.illinois.gov>