



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

SB3647

Introduced 2/9/2024, by Sen. Ram Villivalam

SYNOPSIS AS INTRODUCED:

5 ILCS 315/11	from Ch. 48, par. 1611
5 ILCS 315/11.5 new	
5 ILCS 315/14	from Ch. 48, par. 1614

Provides that the amendatory Act may be referred to as the Illinois PRO Act. Amends the Illinois Public Labor Relations Act. Provides that the Illinois Labor Relations Board shall determine whether refusing to bargain collectively in good faith with a labor organization that is the exclusive representative of public employees in an appropriate unit, including, but not limited to, the discussing of grievances with the exclusive representative, was of a serious enough nature that it undermined or significantly impacted the collective bargaining process such that other traditional remedies may not remedy the violation if the Board is unable to order a make-whole remedy. Sets forth standards to make the determination and the option to order impasse arbitration. Provides that parties continue to have a duty to engage in good faith bargaining during the pendency of impasse arbitration procedures. Provides that the Board shall have authority to order make-whole relief, including, but not limited to, consequential damages and front pay for injuries suffered by employees or a labor organization as a result of an unfair labor practice. Provides that violators may also be subject to liquidated damages in an amount equal to any monetary make-whole relief ordered by the Board unless the employer can show it acted in good faith and had reasonable grounds to believe it was acting in compliance in the Act.

LRB103 37664 MXP 67791 b

1 AN ACT concerning government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 1. This Act may be referred to as the Illinois PRO
5 Act.

6 Section 5. The Illinois Public Labor Relations Act is
7 amended by changing Sections 11 and 14 and by adding Section
8 11.5 as follows:

9 (5 ILCS 315/11) (from Ch. 48, par. 1611)

10 Sec. 11. Unfair labor practice procedures. Unfair labor
11 practices may be dealt with by the Board in the following
12 manner:

13 (a) Whenever it is charged that any person has engaged in
14 or is engaging in any unfair labor practice, the Board or any
15 agent designated by the Board for such purposes, shall conduct
16 an investigation of the charge. If after such investigation
17 the Board finds that the charge involves a dispositive issue
18 of law or fact the Board shall issue a complaint and cause to
19 be served upon the person a complaint stating the charges,
20 accompanied by a notice of hearing before the Board or a member
21 thereof designated by the Board, or before a qualified hearing
22 officer designated by the Board at the offices of the Board or

1 such other location as the Board deems appropriate, not less
2 than 5 days after serving of such complaint provided that no
3 complaint shall issue based upon any unfair labor practice
4 occurring more than six months prior to the filing of a charge
5 with the Board and the service of a copy thereof upon the
6 person against whom the charge is made, unless the person
7 aggrieved thereby did not reasonably have knowledge of the
8 alleged unfair labor practice or was prevented from filing
9 such a charge by reason of service in the armed forces, in
10 which event the six month period shall be computed from the
11 date of his discharge. Any such complaint may be amended by the
12 member or hearing officer conducting the hearing for the Board
13 in his discretion at any time prior to the issuance of an order
14 based thereon. The person who is the subject of the complaint
15 has the right to file an answer to the original or amended
16 complaint and to appear in person or by a representative and
17 give testimony at the place and time fixed in the complaint. In
18 the discretion of the member or hearing officer conducting the
19 hearing or the Board, any other person may be allowed to
20 intervene in the proceeding and to present testimony. In any
21 hearing conducted by the Board, neither the Board nor the
22 member or agent conducting the hearing shall be bound by the
23 rules of evidence applicable to courts, except as to the rules
24 of privilege recognized by law.

25 (b) The Board shall have the power to issue subpoenas and
26 administer oaths. If any party wilfully fails or neglects to

1 appear or testify or to produce books, papers and records
2 pursuant to the issuance of a subpoena by the Board, the Board
3 may apply to a court of competent jurisdiction to request that
4 such party be ordered to appear before the Board to testify or
5 produce the requested evidence.

6 (c) Any testimony taken by the Board, or a member
7 designated by the Board or a hearing officer thereof, must be
8 reduced to writing and filed with the Board. A full and
9 complete record shall be kept of all proceedings before the
10 Board, and all proceedings shall be transcribed by a reporter
11 appointed by the Board. The party on whom the burden of proof
12 rests shall be required to sustain such burden by a
13 preponderance of the evidence. If, upon a preponderance of the
14 evidence taken, the Board is of the opinion that any person
15 named in the charge has engaged in or is engaging in an unfair
16 labor practice, then it shall state its findings of fact and
17 shall issue and cause to be served upon the person an order
18 requiring him to cease and desist from the unfair labor
19 practice, and to take such affirmative action, including
20 reinstatement of public employees with or without back pay, as
21 will effectuate the policies of this Act. If the Board awards
22 back pay, it shall also award interest at the rate of 7% per
23 annum. The Board's order may further require the person to
24 make reports from time to time, and demonstrate the extent to
25 which he has complied with the order. If there is no
26 preponderance of evidence to indicate to the Board that the

1 person named in the charge has engaged in or is engaging in the
2 unfair labor practice, then the Board shall state its findings
3 of fact and shall issue an order dismissing the complaint. The
4 Board's order may in its discretion also include an
5 appropriate sanction, based on the Board's rules and
6 regulations, and the sanction may include an order to pay the
7 other party or parties' reasonable expenses including costs
8 and reasonable attorney's fee, if the other party has made
9 allegations or denials without reasonable cause and found to
10 be untrue or has engaged in frivolous litigation for the
11 purpose of delay or needless increase in the cost of
12 litigation; the State of Illinois or any agency thereof shall
13 be subject to the provisions of this sentence in the same
14 manner as any other party. The Board shall determine whether a
15 violation of paragraph (4) of subsection (a) of Section 10 was
16 of a serious enough nature that it may have frustrated the
17 purposes of this Act by undermining or significantly impacting
18 the collective bargaining process such that other traditional
19 remedies may not remedy the violation if the Board is unable to
20 order a make-whole remedy. Reasons for such a determination
21 include the passage of time, that the violation was of a nature
22 that could undermine support for a labor organization, or that
23 the violation may otherwise undermine the labor organization's
24 bargaining strength. Should the Board make such a
25 determination that the violation frustrated the purposes of
26 this Act, the Board shall include the availability of interest

1 arbitration in its order and, upon request of the charging
2 party, the parties must participate in the impasse arbitration
3 procedures set forth in Section 14, except that: (i) the right
4 to strike shall not be considered waived pursuant to Section
5 17 until the actual convening of the arbitration hearing and
6 (ii) the commencement of a new fiscal year shall not be deemed
7 to impair the jurisdiction or authority of the arbitration
8 panel or its decision. The parties continue to have a duty to
9 engage in good faith bargaining during the pendency of impasse
10 arbitration procedures.

11 (d) Until the record in a case has been filed in court, the
12 Board at any time, upon reasonable notice and in such manner as
13 it deems proper, may modify or set aside, in whole or in part,
14 any finding or order made or issued by it.

15 (e) A charging party or any person aggrieved by a final
16 order of the Board granting or denying in whole or in part the
17 relief sought may apply for and obtain judicial review of an
18 order of the Board entered under this Act, in accordance with
19 the provisions of the Administrative Review Law, as now or
20 hereafter amended, except that such judicial review shall be
21 afforded directly in the appellate court for the district in
22 which the aggrieved party resides or transacts business, and
23 provided, that such judicial review shall not be available for
24 the purpose of challenging a final order issued by the Board
25 pursuant to Section 9 of this Act for which judicial review has
26 been petitioned pursuant to subsection (i) of Section 9. Any

1 direct appeal to the Appellate Court shall be filed within 35
2 days from the date that a copy of the decision sought to be
3 reviewed was served upon the party affected by the decision.
4 The filing of such an appeal to the Appellate Court shall not
5 automatically stay the enforcement of the Board's order. An
6 aggrieved party may apply to the Appellate Court for a stay of
7 the enforcement of the Board's order after the aggrieved party
8 has followed the procedure prescribed by Supreme Court Rule
9 335. The Board in proceedings under this Section may obtain an
10 order of the court for the enforcement of its order.

11 (f) Whenever it appears that any person has violated a
12 final order of the Board issued pursuant to this Section, the
13 Board must commence an action in the name of the People of the
14 State of Illinois by petition, alleging the violation,
15 attaching a copy of the order of the Board, and praying for the
16 issuance of an order directing the person, his officers,
17 agents, servants, successors, and assigns to comply with the
18 order of the Board. The Board shall be represented in this
19 action by the Attorney General in accordance with the Attorney
20 General Act. The court may grant or refuse, in whole or in
21 part, the relief sought, provided that the court may stay an
22 order of the Board in accordance with the Administrative
23 Review Law, pending disposition of the proceedings. The court
24 may punish a violation of its order as in civil contempt.

25 (g) The proceedings provided in paragraph (f) of this
26 Section shall be commenced in the Appellate Court for the

1 district where the unfair labor practice which is the subject
2 of the Board's order was committed, or where a person required
3 to cease and desist by such order resides or transacts
4 business.

5 (h) The Board through the Attorney General, shall have
6 power, upon issuance of an unfair labor practice complaint
7 alleging that a person has engaged in or is engaging in an
8 unfair labor practice, to petition the circuit court where the
9 alleged unfair labor practice which is the subject of the
10 Board's complaint was allegedly committed, or where a person
11 required to cease and desist from such alleged unfair labor
12 practice resides or transacts business, for appropriate
13 temporary relief or restraining order. Upon the filing of any
14 such petition, the court shall cause notice thereof to be
15 served upon such persons, and thereupon shall have
16 jurisdiction to grant to the Board such temporary relief or
17 restraining order as it deems just and proper.

18 (i) If an unfair labor practice charge involves the
19 interpretation or application of a collective bargaining
20 agreement and said agreement contains a grievance procedure
21 with binding arbitration as its terminal step, the Board may
22 defer the resolution of such dispute to the grievance and
23 arbitration procedure contained in said agreement.

24 (Source: P.A. 100-516, eff. 9-22-17.)

25 (5 ILCS 315/11.5 new)

1 Sec. 11.5. Make-whole relief.

2 (a) The Board may order make-whole relief, including, but
3 not limited to, consequential damages and front pay for
4 injuries suffered by employees or a labor organization as a
5 result of an unfair labor practice. In determining appropriate
6 relief for a violation of paragraph (4) of subsection (a) of
7 Section 10 serious enough to have frustrated the purposes of
8 the Act and that may have undermined or significantly impacted
9 the collective bargaining process, the Board shall take into
10 consideration factors that normally determine the outcome of
11 collective bargaining when such bargaining has been conducted
12 in good faith.

13 (b) Violators of subsection (a) of Section 10 shall also
14 be subject to liquidated damages in an amount equal to any
15 monetary make-whole relief ordered by the Board unless the
16 employer can show it acted in good faith and had reasonable
17 grounds to believe it was acting in compliance with this Act.

18 (5 ILCS 315/14) (from Ch. 48, par. 1614)

19 Sec. 14. Security employee, peace officer and fire fighter
20 disputes.

21 (a) In the case of collective bargaining agreements
22 involving units of security employees of a public employer,
23 Peace Officer Units, or units of fire fighters or paramedics,
24 and in the case of disputes under Sections 11 and ~~Section~~ 18,
25 unless the parties mutually agree to some other time limit,

1 mediation shall commence 30 days prior to the expiration date
2 of such agreement or at such later time as the mediation
3 services chosen under subsection (b) of Section 12 can be
4 provided to the parties. In the case of negotiations for an
5 initial collective bargaining agreement, mediation shall
6 commence upon 15 days notice from either party or at such later
7 time as the mediation services chosen pursuant to subsection
8 (b) of Section 12 can be provided to the parties. In mediation
9 under this Section, if either party requests the use of
10 mediation services from the Federal Mediation and Conciliation
11 Service, the other party shall either join in such request or
12 bear the additional cost of mediation services from another
13 source. The mediator shall have a duty to keep the Board
14 informed on the progress of the mediation. If any dispute has
15 not been resolved within 15 days after the first meeting of the
16 parties and the mediator, or within such other time limit as
17 may be mutually agreed upon by the parties, either the
18 exclusive representative or employer may request of the other,
19 in writing, arbitration, and shall submit a copy of the
20 request to the Board.

21 (b) Within 10 days after such a request for arbitration
22 has been made, the employer shall choose a delegate and the
23 employees' exclusive representative shall choose a delegate to
24 a panel of arbitration as provided in this Section. The
25 employer and employees shall forthwith advise the other and
26 the Board of their selections.

1 (c) Within 7 days after the request of either party, the
2 parties shall request a panel of impartial arbitrators from
3 which they shall select the neutral chairman according to the
4 procedures provided in this Section. If the parties have
5 agreed to a contract that contains a grievance resolution
6 procedure as provided in Section 8, the chairman shall be
7 selected using their agreed contract procedure unless they
8 mutually agree to another procedure. If the parties fail to
9 notify the Board of their selection of neutral chairman within
10 7 days after receipt of the list of impartial arbitrators, the
11 Board shall appoint, at random, a neutral chairman from the
12 list. In the absence of an agreed contract procedure for
13 selecting an impartial arbitrator, either party may request a
14 panel from the Board. Within 7 days of the request of either
15 party, the Board shall select from the Public Employees Labor
16 Mediation Roster 7 persons who are on the labor arbitration
17 panels of either the American Arbitration Association or the
18 Federal Mediation and Conciliation Service, or who are members
19 of the National Academy of Arbitrators, as nominees for
20 impartial arbitrator of the arbitration panel. The parties may
21 select an individual on the list provided by the Board or any
22 other individual mutually agreed upon by the parties. Within 7
23 days following the receipt of the list, the parties shall
24 notify the Board of the person they have selected. Unless the
25 parties agree on an alternate selection procedure, they shall
26 alternatively strike one name from the list provided by the

1 Board until only one name remains. A coin toss shall determine
2 which party shall strike the first name. If the parties fail to
3 notify the Board in a timely manner of their selection for
4 neutral chairman, the Board shall appoint a neutral chairman
5 from the Illinois Public Employees Mediation/Arbitration
6 Roster.

7 (d) The chairman shall call a hearing to begin within 15
8 days and give reasonable notice of the time and place of the
9 hearing. The hearing shall be held at the offices of the Board
10 or at such other location as the Board deems appropriate. The
11 chairman shall preside over the hearing and shall take
12 testimony. Any oral or documentary evidence and other data
13 deemed relevant by the arbitration panel may be received in
14 evidence. The proceedings shall be informal. Technical rules
15 of evidence shall not apply and the competency of the evidence
16 shall not thereby be deemed impaired. A verbatim record of the
17 proceedings shall be made and the arbitrator shall arrange for
18 the necessary recording service. Transcripts may be ordered at
19 the expense of the party ordering them, but the transcripts
20 shall not be necessary for a decision by the arbitration
21 panel. The expense of the proceedings, including a fee for the
22 chairman, shall be borne equally by each of the parties to the
23 dispute. The delegates, if public officers or employees, shall
24 continue on the payroll of the public employer without loss of
25 pay. The hearing conducted by the arbitration panel may be
26 adjourned from time to time, but unless otherwise agreed by

1 the parties, shall be concluded within 30 days of the time of
2 its commencement. Majority actions and rulings shall
3 constitute the actions and rulings of the arbitration panel.
4 Arbitration proceedings under this Section shall not be
5 interrupted or terminated by reason of any unfair labor
6 practice charge filed by either party at any time.

7 (e) The arbitration panel may administer oaths, require
8 the attendance of witnesses, and the production of such books,
9 papers, contracts, agreements and documents as may be deemed
10 by it material to a just determination of the issues in
11 dispute, and for such purpose may issue subpoenas. If any
12 person refuses to obey a subpoena, or refuses to be sworn or to
13 testify, or if any witness, party or attorney is guilty of any
14 contempt while in attendance at any hearing, the arbitration
15 panel may, or the attorney general if requested shall, invoke
16 the aid of any circuit court within the jurisdiction in which
17 the hearing is being held, which court shall issue an
18 appropriate order. Any failure to obey the order may be
19 punished by the court as contempt.

20 (f) At any time before the rendering of an award, the
21 chairman of the arbitration panel, if he is of the opinion that
22 it would be useful or beneficial to do so, may remand the
23 dispute to the parties for further collective bargaining for a
24 period not to exceed 2 weeks. If the dispute is remanded for
25 further collective bargaining the time provisions of this Act
26 shall be extended for a time period equal to that of the

1 remand. The chairman of the panel of arbitration shall notify
2 the Board of the remand.

3 (g) At or before the conclusion of the hearing held
4 pursuant to subsection (d), the arbitration panel shall
5 identify the economic issues in dispute, and direct each of
6 the parties to submit, within such time limit as the panel
7 shall prescribe, to the arbitration panel and to each other
8 its last offer of settlement on each economic issue. The
9 determination of the arbitration panel as to the issues in
10 dispute and as to which of these issues are economic shall be
11 conclusive. The arbitration panel, within 30 days after the
12 conclusion of the hearing, or such further additional periods
13 to which the parties may agree, shall make written findings of
14 fact and promulgate a written opinion and shall mail or
15 otherwise deliver a true copy thereof to the parties and their
16 representatives and to the Board. As to each economic issue,
17 the arbitration panel shall adopt the last offer of settlement
18 which, in the opinion of the arbitration panel, more nearly
19 complies with the applicable factors prescribed in subsection
20 (h). The findings, opinions and order as to all other issues
21 shall be based upon the applicable factors prescribed in
22 subsection (h).

23 (h) Where there is no agreement between the parties, or
24 where there is an agreement but the parties have begun
25 negotiations or discussions looking to a new agreement or
26 amendment of the existing agreement, and wage rates or other

1 conditions of employment under the proposed new or amended
2 agreement are in dispute, the arbitration panel shall base its
3 findings, opinions and order upon the following factors, as
4 applicable:

5 (1) The lawful authority of the employer.

6 (2) Stipulations of the parties.

7 (3) The interests and welfare of the public and the
8 financial ability of the unit of government to meet those
9 costs.

10 (4) Comparison of the wages, hours and conditions of
11 employment of the employees involved in the arbitration
12 proceeding with the wages, hours and conditions of
13 employment of other employees performing similar services
14 and with other employees generally:

15 (A) In public employment in comparable
16 communities.

17 (B) In private employment in comparable
18 communities.

19 (5) The average consumer prices for goods and
20 services, commonly known as the cost of living.

21 (6) The overall compensation presently received by the
22 employees, including direct wage compensation, vacations,
23 holidays and other excused time, insurance and pensions,
24 medical and hospitalization benefits, the continuity and
25 stability of employment and all other benefits received.

26 (7) Changes in any of the foregoing circumstances

1 during the pendency of the arbitration proceedings.

2 (8) Such other factors, not confined to the foregoing,
3 which are normally or traditionally taken into
4 consideration in the determination of wages, hours and
5 conditions of employment through voluntary collective
6 bargaining, mediation, fact-finding, arbitration or
7 otherwise between the parties, in the public service or in
8 private employment.

9 (i) In the case of peace officers, the arbitration
10 decision shall be limited to wages, hours, and conditions of
11 employment (which may include residency requirements in
12 municipalities with a population under 100,000, but those
13 residency requirements shall not allow residency outside of
14 Illinois) and shall not include the following: i) residency
15 requirements in municipalities with a population of at least
16 100,000; ii) the type of equipment, other than uniforms,
17 issued or used; iii) manning; iv) the total number of
18 employees employed by the department; v) mutual aid and
19 assistance agreements to other units of government; and vi)
20 the criterion pursuant to which force, including deadly force,
21 can be used; provided, nothing herein shall preclude an
22 arbitration decision regarding equipment or manning levels if
23 such decision is based on a finding that the equipment or
24 manning considerations in a specific work assignment involve a
25 serious risk to the safety of a peace officer beyond that which
26 is inherent in the normal performance of police duties.

1 Limitation of the terms of the arbitration decision pursuant
2 to this subsection shall not be construed to limit the factors
3 upon which the decision may be based, as set forth in
4 subsection (h).

5 In the case of fire fighter, and fire department or fire
6 district paramedic matters, the arbitration decision shall be
7 limited to wages, hours, and conditions of employment
8 (including manning and also including residency requirements
9 in municipalities with a population under 1,000,000, but those
10 residency requirements shall not allow residency outside of
11 Illinois) and shall not include the following matters: i)
12 residency requirements in municipalities with a population of
13 at least 1,000,000; ii) the type of equipment (other than
14 uniforms and fire fighter turnout gear) issued or used; iii)
15 the total number of employees employed by the department; iv)
16 mutual aid and assistance agreements to other units of
17 government; and v) the criterion pursuant to which force,
18 including deadly force, can be used; provided, however,
19 nothing herein shall preclude an arbitration decision
20 regarding equipment levels if such decision is based on a
21 finding that the equipment considerations in a specific work
22 assignment involve a serious risk to the safety of a fire
23 fighter beyond that which is inherent in the normal
24 performance of fire fighter duties. Limitation of the terms of
25 the arbitration decision pursuant to this subsection shall not
26 be construed to limit the facts upon which the decision may be

1 based, as set forth in subsection (h).

2 The changes to this subsection (i) made by Public Act
3 90-385 (relating to residency requirements) do not apply to
4 persons who are employed by a combined department that
5 performs both police and firefighting services; these persons
6 shall be governed by the provisions of this subsection (i)
7 relating to peace officers, as they existed before the
8 amendment by Public Act 90-385.

9 To preserve historical bargaining rights, this subsection
10 shall not apply to any provision of a fire fighter collective
11 bargaining agreement in effect and applicable on the effective
12 date of this Act; provided, however, nothing herein shall
13 preclude arbitration with respect to any such provision.

14 (j) Arbitration procedures shall be deemed to be initiated
15 by the filing of a letter requesting mediation as required
16 under subsection (a) of this Section. The commencement of a
17 new municipal fiscal year after the initiation of arbitration
18 procedures under this Act, but before the arbitration
19 decision, or its enforcement, shall not be deemed to render a
20 dispute moot, or to otherwise impair the jurisdiction or
21 authority of the arbitration panel or its decision. Increases
22 in rates of compensation awarded by the arbitration panel may
23 be effective only at the start of the fiscal year next
24 commencing after the date of the arbitration award. If a new
25 fiscal year has commenced either since the initiation of
26 arbitration procedures under this Act or since any mutually

1 agreed extension of the statutorily required period of
2 mediation under this Act by the parties to the labor dispute
3 causing a delay in the initiation of arbitration, the
4 foregoing limitations shall be inapplicable, and such awarded
5 increases may be retroactive to the commencement of the fiscal
6 year, any other statute or charter provisions to the contrary,
7 notwithstanding. At any time the parties, by stipulation, may
8 amend or modify an award of arbitration.

9 (k) Orders of the arbitration panel shall be reviewable,
10 upon appropriate petition by either the public employer or the
11 exclusive bargaining representative, by the circuit court for
12 the county in which the dispute arose or in which a majority of
13 the affected employees reside, but only for reasons that the
14 arbitration panel was without or exceeded its statutory
15 authority; the order is arbitrary, or capricious; or the order
16 was procured by fraud, collusion or other similar and unlawful
17 means. Such petitions for review must be filed with the
18 appropriate circuit court within 90 days following the
19 issuance of the arbitration order. The pendency of such
20 proceeding for review shall not automatically stay the order
21 of the arbitration panel. The party against whom the final
22 decision of any such court shall be adverse, if such court
23 finds such appeal or petition to be frivolous, shall pay
24 reasonable attorneys' fees and costs to the successful party
25 as determined by said court in its discretion. If said court's
26 decision affirms the award of money, such award, if

1 retroactive, shall bear interest at the rate of 12 percent per
2 annum from the effective retroactive date.

3 (l) During the pendency of proceedings before the
4 arbitration panel, existing wages, hours, and other conditions
5 of employment shall not be changed by action of either party
6 without the consent of the other but a party may so consent
7 without prejudice to his rights or position under this Act.
8 The proceedings are deemed to be pending before the
9 arbitration panel upon the initiation of arbitration
10 procedures under this Act.

11 (m) Security officers of public employers, and Peace
12 Officers, Fire Fighters and fire department and fire
13 protection district paramedics, covered by this Section may
14 not withhold services, nor may public employers lock out or
15 prevent such employees from performing services at any time.

16 (n) All of the terms decided upon by the arbitration panel
17 shall be included in an agreement to be submitted to the public
18 employer's governing body for ratification and adoption by
19 law, ordinance or the equivalent appropriate means.

20 The governing body shall review each term decided by the
21 arbitration panel. If the governing body fails to reject one
22 or more terms of the arbitration panel's decision by a 3/5 vote
23 of those duly elected and qualified members of the governing
24 body, within 20 days of issuance, or in the case of
25 firefighters employed by a state university, at the next
26 regularly scheduled meeting of the governing body after

1 issuance, such term or terms shall become a part of the
2 collective bargaining agreement of the parties. If the
3 governing body affirmatively rejects one or more terms of the
4 arbitration panel's decision, it must provide reasons for such
5 rejection with respect to each term so rejected, within 20
6 days of such rejection and the parties shall return to the
7 arbitration panel for further proceedings and issuance of a
8 supplemental decision with respect to the rejected terms. Any
9 supplemental decision by an arbitration panel or other
10 decision maker agreed to by the parties shall be submitted to
11 the governing body for ratification and adoption in accordance
12 with the procedures and voting requirements set forth in this
13 Section. The voting requirements of this subsection shall
14 apply to all disputes submitted to arbitration pursuant to
15 this Section notwithstanding any contrary voting requirements
16 contained in any existing collective bargaining agreement
17 between the parties.

18 (o) If the governing body of the employer votes to reject
19 the panel's decision, the parties shall return to the panel
20 within 30 days from the issuance of the reasons for rejection
21 for further proceedings and issuance of a supplemental
22 decision. All reasonable costs of such supplemental proceeding
23 including the exclusive representative's reasonable attorney's
24 fees, as established by the Board, shall be paid by the
25 employer.

26 (p) Notwithstanding the provisions of this Section the

1 employer and exclusive representative may agree to submit
2 unresolved disputes concerning wages, hours, terms and
3 conditions of employment to an alternative form of impasse
4 resolution.

5 The amendatory changes to this Section made by Public Act
6 101-652 take effect July 1, 2022.

7 (Source: P.A. 101-652, eff. 7-1-21; 102-28, eff. 6-25-21.)