

**SB0332**



**96TH GENERAL ASSEMBLY**

**State of Illinois**

**2009 and 2010**

**SB0332**

Introduced 2/6/2009, by Sen. John J. Cullerton

**SYNOPSIS AS INTRODUCED:**

5 ILCS 315/14

from Ch. 48, par. 1614

Amends the Illinois Public Labor Relations Act. Makes a technical change in a Section concerning security employees.

LRB096 06382 JAM 16466 b

**A BILL FOR**

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 5. The Illinois Public Labor Relations Act is  
5 amended by changing Section 14 as follows:

6 (5 ILCS 315/14) (from Ch. 48, par. 1614)

7 Sec. 14. Security Employee, Peace Officer and Fire Fighter  
8 Disputes.

9 (a) In the ~~the~~ case of collective bargaining agreements  
10 involving units of security employees of a public employer,  
11 Peace Officer Units, or units of fire fighters or paramedics,  
12 and in the case of disputes under Section 18, unless the  
13 parties mutually agree to some other time limit, mediation  
14 shall commence 30 days prior to the expiration date of such  
15 agreement or at such later time as the mediation services  
16 chosen under subsection (b) of Section 12 can be provided to  
17 the parties. In the case of negotiations for an initial  
18 collective bargaining agreement, mediation shall commence upon  
19 15 days notice from either party or at such later time as the  
20 mediation services chosen pursuant to subsection (b) of Section  
21 12 can be provided to the parties. In mediation under this  
22 Section, if either party requests the use of mediation services  
23 from the Federal Mediation and Conciliation Service, the other

1 party shall either join in such request or bear the additional  
2 cost of mediation services from another source. The mediator  
3 shall have a duty to keep the Board informed on the progress of  
4 the mediation. If any dispute has not been resolved within 15  
5 days after the first meeting of the parties and the mediator,  
6 or within such other time limit as may be mutually agreed upon  
7 by the parties, either the exclusive representative or employer  
8 may request of the other, in writing, arbitration, and shall  
9 submit a copy of the request to the Board.

10 (b) Within 10 days after such a request for arbitration has  
11 been made, the employer shall choose a delegate and the  
12 employees' exclusive representative shall choose a delegate to  
13 a panel of arbitration as provided in this Section. The  
14 employer and employees shall forthwith advise the other and the  
15 Board of their selections.

16 (c) Within 7 days of the request of either party, the Board  
17 shall select from the Public Employees Labor Mediation Roster 7  
18 persons who are on the labor arbitration panels of either the  
19 American Arbitration Association or the Federal Mediation and  
20 Conciliation Service, or who are members of the National  
21 Academy of Arbitrators, as nominees for impartial arbitrator of  
22 the arbitration panel. The parties may select an individual on  
23 the list provided by the Board or any other individual mutually  
24 agreed upon by the parties. Within 7 days following the receipt  
25 of the list, the parties shall notify the Board of the person  
26 they have selected. Unless the parties agree on an alternate

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

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

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

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

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

1 further collective bargaining the time provisions of this Act  
2 shall be extended for a time period equal to that of the  
3 remand. The chairman of the panel of arbitration shall notify  
4 the Board of the remand.

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

25 (h) Where there is no agreement between the parties, or  
26 where there is an agreement but the parties have begun

1 negotiations or discussions looking to a new agreement or  
2 amendment of the existing agreement, and wage rates or other  
3 conditions of employment under the proposed new or amended  
4 agreement are in dispute, the arbitration panel shall base its  
5 findings, opinions and order upon the following factors, as  
6 applicable:

7 (1) The lawful authority of the employer.

8 (2) Stipulations of the parties.

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

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

17 (A) In public employment in comparable  
18 communities.

19 (B) In private employment in comparable  
20 communities.

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

23 (6) The overall compensation presently received by the  
24 employees, including direct wage compensation, vacations,  
25 holidays and other excused time, insurance and pensions,  
26 medical and hospitalization benefits, the continuity and

1 stability of employment and all other benefits received.

2 (7) Changes in any of the foregoing circumstances  
3 during the pendency of the arbitration proceedings.

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

11 (i) In the case of peace officers, the arbitration decision  
12 shall be limited to wages, hours, and conditions of employment  
13 (which may include residency requirements in municipalities  
14 with a population under 1,000,000, but those residency  
15 requirements shall not allow residency outside of Illinois) and  
16 shall not include the following: i) residency requirements in  
17 municipalities with a population of at least 1,000,000; ii) the  
18 type of equipment, other than uniforms, issued or used; iii)  
19 manning; iv) the total number of employees employed by the  
20 department; v) mutual aid and assistance agreements to other  
21 units of government; and vi) the criterion pursuant to which  
22 force, including deadly force, can be used; provided, nothing  
23 herein shall preclude an arbitration decision regarding  
24 equipment or manning levels if such decision is based on a  
25 finding that the equipment or manning considerations in a  
26 specific work assignment involve a serious risk to the safety



1 of a peace officer beyond that which is inherent in the normal  
2 performance of police duties. Limitation of the terms of the  
3 arbitration decision pursuant to this subsection shall not be  
4 construed to limit the factors upon which the decision may be  
5 based, as set forth in subsection (h).

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

1 which the decision may be based, as set forth in subsection  
2 (h).

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

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

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

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

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

1 affirms the award of money, such award, if retroactive, shall  
2 bear interest at the rate of 12 percent per annum from the  
3 effective retroactive date.

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

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

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

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

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

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

1           (p) Notwithstanding the provisions of this Section the  
2 employer and exclusive representative may agree to submit  
3 unresolved disputes concerning wages, hours, terms and  
4 conditions of employment to an alternative form of impasse  
5 resolution.

6           (Source: P.A. 89-195, eff. 7-21-95; 90-202, eff. 7-24-97;  
7 90-385, eff. 8-15-97; 90-655, eff. 7-30-98.)