

SB1811



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB1811

Introduced 2/5/2025, by Sen. Ram Villivalam

SYNOPSIS AS INTRODUCED:

5 ILCS 315/11

from Ch. 48, par. 1611

5 ILCS 315/14

from Ch. 48, par. 1614

Amends the Illinois Public Labor Relations Act. Provides that the Illinois Labor Relations Board or the panel having jurisdiction shall determine whether a violation of the Act was serious enough that the Board or panel is unable to order a make-whole remedy. Describes potential reasons for such a determination. Provides that, if the Board makes a determination that the violation frustrated the purposes of the Act, the Board shall include the availability of interest arbitration in its order and, upon request of the charging party, the parties must participate in the impasse arbitration procedures.

LRB104 07505 BDA 17549 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 Sections 11 and 14 as follows:

6 (5 ILCS 315/11) (from Ch. 48, par. 1611)

7 Sec. 11. Unfair labor practice procedures. Unfair labor
8 practices may be dealt with by the Board in the following
9 manner:

10 (a) Whenever it is charged that any person has engaged in
11 or is engaging in any unfair labor practice, the Board or any
12 agent designated by the Board for such purposes, shall conduct
13 an investigation of the charge. If after such investigation
14 the Board finds that the charge involves a dispositive issue
15 of law or fact the Board shall issue a complaint and cause to
16 be served upon the person a complaint stating the charges,
17 accompanied by a notice of hearing before the Board or a member
18 thereof designated by the Board, or before a qualified hearing
19 officer designated by the Board at the offices of the Board or
20 such other location as the Board deems appropriate, not less
21 than 5 days after serving of such complaint provided that no
22 complaint shall issue based upon any unfair labor practice
23 occurring more than six months prior to the filing of a charge

1 with the Board and the service of a copy thereof upon the
2 person against whom the charge is made, unless the person
3 aggrieved thereby did not reasonably have knowledge of the
4 alleged unfair labor practice or was prevented from filing
5 such a charge by reason of service in the armed forces, in
6 which event the six month period shall be computed from the
7 date of his discharge. Any such complaint may be amended by the
8 member or hearing officer conducting the hearing for the Board
9 in his discretion at any time prior to the issuance of an order
10 based thereon. The person who is the subject of the complaint
11 has the right to file an answer to the original or amended
12 complaint and to appear in person or by a representative and
13 give testimony at the place and time fixed in the complaint. In
14 the discretion of the member or hearing officer conducting the
15 hearing or the Board, any other person may be allowed to
16 intervene in the proceeding and to present testimony. In any
17 hearing conducted by the Board, neither the Board nor the
18 member or agent conducting the hearing shall be bound by the
19 rules of evidence applicable to courts, except as to the rules
20 of privilege recognized by law.

21 (b) The Board shall have the power to issue subpoenas and
22 administer oaths. If any party wilfully fails or neglects to
23 appear or testify or to produce books, papers and records
24 pursuant to the issuance of a subpoena by the Board, the Board
25 may apply to a court of competent jurisdiction to request that
26 such party be ordered to appear before the Board to testify or

1 produce the requested evidence.

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

1 appropriate sanction, based on the Board's rules and
2 regulations, and the sanction may include an order to pay the
3 other party or parties' reasonable expenses including costs
4 and reasonable attorney's fee, if the other party has made
5 allegations or denials without reasonable cause and found to
6 be untrue or has engaged in frivolous litigation for the
7 purpose of delay or needless increase in the cost of
8 litigation; the State of Illinois or any agency thereof shall
9 be subject to the provisions of this sentence in the same
10 manner as any other party. The Board shall determine whether a
11 violation of paragraph (4) of subsection (a) of Section 10 was
12 of a serious enough nature that it may have frustrated the
13 purposes of this Act by undermining or significantly impacting
14 the collective bargaining process such that other traditional
15 remedies may not remedy the violation if the Board is unable to
16 order a make-whole remedy. Reasons for such a determination
17 include the passage of time, that the violation was of a nature
18 that could undermine support for a labor organization, or that
19 the violation may otherwise undermine the labor organization's
20 bargaining strength. If the Board makes a determination that
21 the violation frustrated the purposes of this Act, the Board
22 shall include the availability of interest arbitration in its
23 order and, upon request of the charging party, the parties
24 must participate in the impasse arbitration procedures set
25 forth in Section 14, except that: (i) the right to strike shall
26 not be considered waived pursuant to Section 17 until the

1 actual convening of the arbitration hearing and (ii) the
2 commencement of a new fiscal year shall not be deemed to impair
3 the jurisdiction or authority of the arbitration panel or its
4 decision. The parties continue to have a duty to engage in good
5 faith bargaining during the pendency of impasse arbitration
6 procedures.

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

11 (e) A charging party or any person aggrieved by a final
12 order of the Board granting or denying in whole or in part the
13 relief sought may apply for and obtain judicial review of an
14 order of the Board entered under this Act, in accordance with
15 the provisions of the Administrative Review Law, as now or
16 hereafter amended, except that such judicial review shall be
17 afforded directly in the appellate court for the district in
18 which the aggrieved party resides or transacts business, and
19 provided, that such judicial review shall not be available for
20 the purpose of challenging a final order issued by the Board
21 pursuant to Section 9 of this Act for which judicial review has
22 been petitioned pursuant to subsection (i) of Section 9. Any
23 direct appeal to the Appellate Court shall be filed within 35
24 days from the date that a copy of the decision sought to be
25 reviewed was served upon the party affected by the decision.
26 The filing of such an appeal to the Appellate Court shall not

1 automatically stay the enforcement of the Board's order. An
2 aggrieved party may apply to the Appellate Court for a stay of
3 the enforcement of the Board's order after the aggrieved party
4 has followed the procedure prescribed by Supreme Court Rule
5 335. The Board in proceedings under this Section may obtain an
6 order of the court for the enforcement of its order.

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

21 (g) The proceedings provided in paragraph (f) of this
22 Section shall be commenced in the Appellate Court for the
23 district where the unfair labor practice which is the subject
24 of the Board's order was committed, or where a person required
25 to cease and desist by such order resides or transacts
26 business.

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

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

20 (j) To effectuate this Act's policy, the Board shall adopt
21 goals (i) to ensure effective enforcement of this Act through
22 timely and quality consideration and resolution of unfair
23 labor practices with appropriate remedies and (ii) to protect
24 employee free choice with timely and effective mechanisms to
25 resolve questions concerning representation. To measure and
26 report on its success in achieving these goals, the Board

1 shall also adopt the following timeliness goals for the
2 processing of unfair labor practice charges filed under
3 Section 10:

4 (1) Complete the investigation and issue a complaint,
5 dismissal, or deferral within 100 days of the charges
6 being filed. If the dismissal or deferral is appealed to
7 the Board, issue Board decisions within 90 days of the
8 completion of the Board's process for filing appeals.

9 (2) Upon the issuance of complaints for hearing: (i)
10 schedule hearings to begin within 60 days of a complaint's
11 issuance; (ii) issue recommended decisions and orders
12 within 120 days of the close of the record; and (iii) if
13 exceptions to recommended decisions and orders are filed,
14 issue Board decisions within 90 days of the completion of
15 the Board's process for filing exceptions.

16 (Source: P.A. 103-856, eff. 1-1-25.)

17 (5 ILCS 315/14) (from Ch. 48, par. 1614)

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

20 (a) In the case of collective bargaining agreements
21 involving units of security employees of a public employer,
22 Peace Officer Units, or units of fire fighters or paramedics,
23 and in the case of disputes under Sections 11 and Section 18,
24 unless the parties mutually agree to some other time limit,
25 mediation shall commence 30 days prior to the expiration date

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

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

26 (c) Within 7 days after the request of either party, the

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

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

6 (d) The chairman shall call a hearing to begin within 15
7 days and give reasonable notice of the time and place of the
8 hearing. The hearing shall be held at the offices of the Board
9 or at such other location as the Board deems appropriate. The
10 chairman shall preside over the hearing and shall take
11 testimony. Any oral or documentary evidence and other data
12 deemed relevant by the arbitration panel may be received in
13 evidence. The proceedings shall be informal. Technical rules
14 of evidence shall not apply and the competency of the evidence
15 shall not thereby be deemed impaired. A verbatim record of the
16 proceedings shall be made and the arbitrator shall arrange for
17 the necessary recording service. Transcripts may be ordered at
18 the expense of the party ordering them, but the transcripts
19 shall not be necessary for a decision by the arbitration
20 panel. The expense of the proceedings, including a fee for the
21 chairman, shall be borne equally by each of the parties to the
22 dispute. The delegates, if public officers or employees, shall
23 continue on the payroll of the public employer without loss of
24 pay. The hearing conducted by the arbitration panel may be
25 adjourned from time to time, but unless otherwise agreed by
26 the parties, shall be concluded within 30 days of the time of

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

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

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

1 the Board of the remand.

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

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

1 agreement are in dispute, the arbitration panel shall base its
2 findings, opinions and order upon the following factors, as
3 applicable:

4 (1) The lawful authority of the employer.

5 (2) Stipulations of the parties.

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

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

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

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

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

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

25 (7) Changes in any of the foregoing circumstances
26 during the pendency of the arbitration proceedings.

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

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

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

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

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

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

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

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

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

1 annum from the effective retroactive date.

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

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

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

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

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

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

25 (p) Notwithstanding the provisions of this Section the
26 employer and exclusive representative may agree to submit

1 unresolved disputes concerning wages, hours, terms and
2 conditions of employment to an alternative form of impasse
3 resolution.

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

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