**Section 1110.30 Employer Responses to Recognition Requests**

a) An employer faced with a request for recognition in a bargaining unit that is not currently represented by an employee organization may file a representation petition with the Board, may decline to respond to the request, or, if an election is sought, may consent to a representation election. Where the bargaining unit is not currently represented, the employer shall recognize an employee organization that seeks voluntary recognition if that organization appears to represent a majority of employees in the unit and if the voluntary recognition procedures specified in Section 1110.40 of this Part are followed.

b) An employer faced with a request for recognition in a bargaining unit in which another employee organization has lawfully attained representation rights may file a representation petition with the Board, may decline to respond to the request, or, if an election is sought, may consent to a representation election. The employer may not resort to the voluntary recognition procedures in response to such a request.

(Source: Amended at 28 Ill. Reg. 7938, effective May 28, 2004)