**Section 1110.120 Bargaining Unit Determinations**

a) In determining the appropriateness of a unit for purposes of collective bargaining, the Board shall consider all relevant factors, including, *but not limited to, such factors as historical pattern of recognition, community of interest, including employee skills and functions, degree of functional integration, interchangeability and contact among employees, common supervision, wages, hours, and other working conditions of the employees involved, and the desires of the employees* (Section 7(a) of the Act).

b) In cases where employees have historically been represented by employee organizations for purposes of collective bargaining, such historical pattern of recognition will not be negated or interfered with unless a majority of the employees so represented express a contrary desire under the procedures set forth in the Act and this Part.

c) Any party seeking to represent a bargaining unit limited to employees of a craft shall submit a representation petition or intervening claim pursuant to Section 7(a) of the Act supported by a 30 percent showing of interest within the craft in the case of a petition seeking an election and a showing of a majority interest within the craft in the case of a majority interest petition. Whenever a party has so intervened, the Board shall proceed in accordance with Section 1110.105(w) in the case of a majority interest petition, and the election shall proceed in accordance with Section 1110.140(f) in the case of a petition seeking an election.

d) Whenever a petition is filed alleging a bargaining unit that includes professional and nonprofessional employees, the petition shall so state. In the case of a majority interest petition, the Board shall proceed in accordance with Section 1110.105(v) of this Part. In the case of a petition seeking an election, the election shall be conducted in accordance with Section 1110.140(g) of this Part.

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