



## 99TH GENERAL ASSEMBLY

### State of Illinois

2015 and 2016

HB4690

by Rep. Ron Sandack

#### SYNOPSIS AS INTRODUCED:

5 ILCS 315/3	from Ch. 48, par. 1603
5 ILCS 315/4	from Ch. 48, par. 1604
5 ILCS 315/6	from Ch. 48, par. 1606
5 ILCS 315/7	from Ch. 48, par. 1607
5 ILCS 315/8	from Ch. 48, par. 1608
5 ILCS 315/9	from Ch. 48, par. 1609
5 ILCS 315/10	from Ch. 48, par. 1610
5 ILCS 315/12	from Ch. 48, par. 1612
5 ILCS 315/13	from Ch. 48, par. 1613

Amends the Illinois Public Labor Relations Act. Removes language requiring employees who are not members of a representing labor organization to pay a proportionate share of the costs of the collective bargaining process, contract administration, and pursuing matters affecting wages, hours, and conditions of employment under a collective bargaining agreement. Provides that employees shall not be required to perform certain acts as a condition of obtaining or continuing public employment. Provides that public employees shall have the right to bargain independently in their relations with the public employer. Provides that an agreement, contract, understanding, or practice between or involving a public employer, labor organization, or exclusive representative that violates the provisions concerning independent bargaining or requires an employee to perform certain forbidden acts as a condition of obtaining or continuing public employment is unlawful and unenforceable. Removes language concerning fair share agreements in collective bargaining. Provides that public employees who are not members of a labor organization may represent themselves in grievance resolution procedures. Provides that public employees who have chosen to bargain independently may be party to mediation and fact-finding proceedings. Modifies the terms "collective bargaining", "exclusive representative", and "labor organization". Removes the term "fair share agreement". Defines "independent bargaining" or "to bargain independently". Makes conforming changes.

LRB099 18303 RJF 42676 b

1 AN ACT concerning State 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 3, 4, 6, 7, 8, 9, 10, 12, and 13 as  
6 follows:

7 (5 ILCS 315/3) (from Ch. 48, par. 1603)

8 Sec. 3. Definitions. As used in this Act, unless the  
9 context otherwise requires:

10 (a) "Board" means the Illinois Labor Relations Board or,  
11 with respect to a matter over which the jurisdiction of the  
12 Board is assigned to the State Panel or the Local Panel under  
13 Section 5, the panel having jurisdiction over the matter.

14 (b) "Collective bargaining" means bargaining over terms  
15 and conditions of employment for members of a labor  
16 organization, employee organization, bargaining agent, or  
17 exclusive bargaining representative, including hours, wages,  
18 and other conditions of employment, as detailed in Section 7  
19 and which are not excluded by Section 4.

20 (c) "Confidential employee" means an employee who, in the  
21 regular course of his or her duties, assists and acts in a  
22 confidential capacity to persons who formulate, determine, and  
23 effectuate management policies with regard to labor relations

1 or who, in the regular course of his or her duties, has  
2 authorized access to information relating to the effectuation  
3 or review of the employer's collective bargaining policies.

4 (d) "Craft employees" means skilled journeymen, crafts  
5 persons, and their apprentices and helpers.

6 (e) "Essential services employees" means those public  
7 employees performing functions so essential that the  
8 interruption or termination of the function will constitute a  
9 clear and present danger to the health and safety of the  
10 persons in the affected community.

11 (f) "Exclusive representative", except with respect to  
12 non-State fire fighters and paramedics employed by fire  
13 departments and fire protection districts, non-State peace  
14 officers, and peace officers in the Department of State Police,  
15 means the labor organization, which is the sole representative  
16 for all public employees in a collective bargaining unit who  
17 are members of the organization and do not independently  
18 bargain, that has been (i) designated by the Board as the  
19 representative of a majority of public employees in an  
20 appropriate bargaining unit in accordance with the procedures  
21 contained in this Act, (ii) historically recognized by the  
22 State of Illinois or any political subdivision of the State  
23 before July 1, 1984 (the effective date of this Act) as the  
24 exclusive representative of the employees in an appropriate  
25 bargaining unit, (iii) after July 1, 1984 (the effective date  
26 of this Act) recognized by an employer upon evidence,

1 acceptable to the Board, that the labor organization has been  
2 designated as the exclusive representative by a majority of the  
3 employees in an appropriate bargaining unit; (iv) recognized as  
4 the exclusive representative of personal assistants under  
5 Executive Order 2003-8 prior to the effective date of this  
6 amendatory Act of the 93rd General Assembly, and the  
7 organization shall be considered to be the exclusive  
8 representative of the personal assistants as defined in this  
9 Section; or (v) recognized as the exclusive representative of  
10 child and day care home providers, including licensed and  
11 license exempt providers, pursuant to an election held under  
12 Executive Order 2005-1 prior to the effective date of this  
13 amendatory Act of the 94th General Assembly, and the  
14 organization shall be considered to be the exclusive  
15 representative of the child and day care home providers as  
16 defined in this Section.

17 With respect to non-State fire fighters and paramedics  
18 employed by fire departments and fire protection districts,  
19 non-State peace officers, and peace officers in the Department  
20 of State Police, "exclusive representative" means the labor  
21 organization, which is the sole representative for all public  
22 employees in a collective bargaining unit who are members of  
23 the organization and do not independently bargain, that has  
24 been (i) designated by the Board as the representative of a  
25 majority of peace officers or fire fighters in an appropriate  
26 bargaining unit in accordance with the procedures contained in

1 this Act, (ii) historically recognized by the State of Illinois  
2 or any political subdivision of the State before January 1,  
3 1986 (the effective date of this amendatory Act of 1985) as the  
4 exclusive representative by a majority of the peace officers or  
5 fire fighters in an appropriate bargaining unit, or (iii) after  
6 January 1, 1986 (the effective date of this amendatory Act of  
7 1985) recognized by an employer upon evidence, acceptable to  
8 the Board, that the labor organization has been designated as  
9 the exclusive representative by a majority of the peace  
10 officers or fire fighters in an appropriate bargaining unit.

11 Where a historical pattern of representation exists for the  
12 workers of a water system that was owned by a public utility,  
13 as defined in Section 3-105 of the Public Utilities Act, prior  
14 to becoming certified employees of a municipality or  
15 municipalities once the municipality or municipalities have  
16 acquired the water system as authorized in Section 11-124-5 of  
17 the Illinois Municipal Code, the Board shall find the labor  
18 organization that has historically represented the workers to  
19 be the exclusive representative of members of the labor  
20 organization under this Act, and shall find the unit  
21 represented by the exclusive representative to be the  
22 appropriate unit.

23 (g) (Blank). ~~"Fair share agreement" means an agreement~~  
24 ~~between the employer and an employee organization under which~~  
25 ~~all or any of the employees in a collective bargaining unit are~~  
26 ~~required to pay their proportionate share of the costs of the~~

1 ~~collective bargaining process, contract administration, and~~  
2 ~~pursuing matters affecting wages, hours, and other conditions~~  
3 ~~of employment, but not to exceed the amount of dues uniformly~~  
4 ~~required of members. The amount certified by the exclusive~~  
5 ~~representative shall not include any fees for contributions~~  
6 ~~related to the election or support of any candidate for~~  
7 ~~political office. Nothing in this subsection (g) shall preclude~~  
8 ~~an employee from making voluntary political contributions in~~  
9 ~~conjunction with his or her fair share payment.~~

10 (g-1) "Fire fighter" means, for the purposes of this Act  
11 only, any person who has been or is hereafter appointed to a  
12 fire department or fire protection district or employed by a  
13 state university and sworn or commissioned to perform fire  
14 fighter duties or paramedic duties, except that the following  
15 persons are not included: part-time fire fighters, auxiliary,  
16 reserve or voluntary fire fighters, including paid on-call fire  
17 fighters, clerks and dispatchers or other civilian employees of  
18 a fire department or fire protection district who are not  
19 routinely expected to perform fire fighter duties, or elected  
20 officials.

21 (g-2) "General Assembly of the State of Illinois" means the  
22 legislative branch of the government of the State of Illinois,  
23 as provided for under Article IV of the Constitution of the  
24 State of Illinois, and includes but is not limited to the House  
25 of Representatives, the Senate, the Speaker of the House of  
26 Representatives, the Minority Leader of the House of

1 Representatives, the President of the Senate, the Minority  
2 Leader of the Senate, the Joint Committee on Legislative  
3 Support Services and any legislative support services agency  
4 listed in the Legislative Commission Reorganization Act of  
5 1984.

6 (h) "Governing body" means, in the case of the State, the  
7 State Panel of the Illinois Labor Relations Board, the Director  
8 of the Department of Central Management Services, and the  
9 Director of the Department of Labor; the county board in the  
10 case of a county; the corporate authorities in the case of a  
11 municipality; and the appropriate body authorized to provide  
12 for expenditures of its funds in the case of any other unit of  
13 government.

14 (h-5) "Independent bargaining" or "to bargain  
15 independently" means to bargain between a public employer and a  
16 public employee with respect to rates of pay, wages, hours of  
17 employment, adjustment of grievances or other terms and  
18 conditions of employment without the intervention of a labor  
19 organization, employee organization, bargaining agent, or  
20 exclusive representative.

21 (1) Independent bargaining does not grant any greater  
22 or lesser rights or privileges to public employees who have  
23 chosen to represent themselves in a unit with an exclusive  
24 bargaining representative than those public employees in a  
25 unit without an exclusive representative.

26 (2) Independent bargaining does not grant any greater

1       or lesser duties or obligations for a public employer to  
2       public employees who have chosen to represent themselves in  
3       a unit with an exclusive representative than those duties  
4       or obligations the public employer owe to public employees  
5       in a unit without an exclusive representative.

6       (i) "Labor organization" means any organization in which  
7       public employees participate and that exists for the purpose,  
8       in whole or in part, of dealing with a public employer  
9       concerning wages, hours, and other terms and conditions of  
10      employment, including the settlement of grievances for members  
11      of the organization.

12      (i-5) "Legislative liaison" means a person who is an  
13      employee of a State agency, the Attorney General, the Secretary  
14      of State, the Comptroller, or the Treasurer, as the case may  
15      be, and whose job duties require the person to regularly  
16      communicate in the course of his or her employment with any  
17      official or staff of the General Assembly of the State of  
18      Illinois for the purpose of influencing any legislative action.

19      (j) "Managerial employee" means an individual who is  
20      engaged predominantly in executive and management functions  
21      and is charged with the responsibility of directing the  
22      effectuation of management policies and practices. With  
23      respect only to State employees in positions under the  
24      jurisdiction of the Attorney General, Secretary of State,  
25      Comptroller, or Treasurer (i) that were certified in a  
26      bargaining unit on or after December 2, 2008, (ii) for which a



1 petition is filed with the Illinois Public Labor Relations  
2 Board on or after April 5, 2013 (the effective date of Public  
3 Act 97-1172), or (iii) for which a petition is pending before  
4 the Illinois Public Labor Relations Board on that date,  
5 "managerial employee" means an individual who is engaged in  
6 executive and management functions or who is charged with the  
7 effectuation of management policies and practices or who  
8 represents management interests by taking or recommending  
9 discretionary actions that effectively control or implement  
10 policy. Nothing in this definition prohibits an individual from  
11 also meeting the definition of "supervisor" under subsection  
12 (r) of this Section.

13 (k) "Peace officer" means, for the purposes of this Act  
14 only, any persons who have been or are hereafter appointed to a  
15 police force, department, or agency and sworn or commissioned  
16 to perform police duties, except that the following persons are  
17 not included: part-time police officers, special police  
18 officers, auxiliary police as defined by Section 3.1-30-20 of  
19 the Illinois Municipal Code, night watchmen, "merchant  
20 police", court security officers as defined by Section 3-6012.1  
21 of the Counties Code, temporary employees, traffic guards or  
22 wardens, civilian parking meter and parking facilities  
23 personnel or other individuals specially appointed to aid or  
24 direct traffic at or near schools or public functions or to aid  
25 in civil defense or disaster, parking enforcement employees who  
26 are not commissioned as peace officers and who are not armed

1 and who are not routinely expected to effect arrests, parking  
2 lot attendants, clerks and dispatchers or other civilian  
3 employees of a police department who are not routinely expected  
4 to effect arrests, or elected officials.

5 (l) "Person" includes one or more individuals, labor  
6 organizations, public employees, associations, corporations,  
7 legal representatives, trustees, trustees in bankruptcy,  
8 receivers, or the State of Illinois or any political  
9 subdivision of the State or governing body, but does not  
10 include the General Assembly of the State of Illinois or any  
11 individual employed by the General Assembly of the State of  
12 Illinois.

13 (m) "Professional employee" means any employee engaged in  
14 work predominantly intellectual and varied in character rather  
15 than routine mental, manual, mechanical or physical work;  
16 involving the consistent exercise of discretion and adjustment  
17 in its performance; of such a character that the output  
18 produced or the result accomplished cannot be standardized in  
19 relation to a given period of time; and requiring advanced  
20 knowledge in a field of science or learning customarily  
21 acquired by a prolonged course of specialized intellectual  
22 instruction and study in an institution of higher learning or a  
23 hospital, as distinguished from a general academic education or  
24 from apprenticeship or from training in the performance of  
25 routine mental, manual, or physical processes; or any employee  
26 who has completed the courses of specialized intellectual

1 instruction and study prescribed in this subsection (m) and is  
2 performing related work under the supervision of a professional  
3 person to qualify to become a professional employee as defined  
4 in this subsection (m).

5 (n) "Public employee" or "employee", for the purposes of  
6 this Act, means any individual employed by a public employer,  
7 including (i) interns and residents at public hospitals, (ii)  
8 as of the effective date of this amendatory Act of the 93rd  
9 General Assembly, but not before, personal assistants working  
10 under the Home Services Program under Section 3 of the  
11 Rehabilitation of Persons with Disabilities Act, subject to the  
12 limitations set forth in this Act and in the Rehabilitation of  
13 Persons with Disabilities Act, (iii) as of the effective date  
14 of this amendatory Act of the 94th General Assembly, but not  
15 before, child and day care home providers participating in the  
16 child care assistance program under Section 9A-11 of the  
17 Illinois Public Aid Code, subject to the limitations set forth  
18 in this Act and in Section 9A-11 of the Illinois Public Aid  
19 Code, (iv) as of January 29, 2013 (the effective date of Public  
20 Act 97-1158), but not before except as otherwise provided in  
21 this subsection (n), home care and home health workers who  
22 function as personal assistants and individual maintenance  
23 home health workers and who also work under the Home Services  
24 Program under Section 3 of the Rehabilitation of Persons with  
25 Disabilities Act, no matter whether the State provides those  
26 services through direct fee-for-service arrangements, with the

1 assistance of a managed care organization or other  
2 intermediary, or otherwise, (v) beginning on the effective date  
3 of this amendatory Act of the 98th General Assembly and  
4 notwithstanding any other provision of this Act, any person  
5 employed by a public employer and who is classified as or who  
6 holds the employment title of Chief Stationary Engineer,  
7 Assistant Chief Stationary Engineer, Sewage Plant Operator,  
8 Water Plant Operator, Stationary Engineer, Plant Operating  
9 Engineer, and any other employee who holds the position of:  
10 Civil Engineer V, Civil Engineer VI, Civil Engineer VII,  
11 Technical Manager I, Technical Manager II, Technical Manager  
12 III, Technical Manager IV, Technical Manager V, Technical  
13 Manager VI, Realty Specialist III, Realty Specialist IV, Realty  
14 Specialist V, Technical Advisor I, Technical Advisor II,  
15 Technical Advisor III, Technical Advisor IV, or Technical  
16 Advisor V employed by the Department of Transportation who is  
17 in a position which is certified in a bargaining unit on or  
18 before the effective date of this amendatory Act of the 98th  
19 General Assembly, and (vi) beginning on the effective date of  
20 this amendatory Act of the 98th General Assembly and  
21 notwithstanding any other provision of this Act, any mental  
22 health administrator in the Department of Corrections who is  
23 classified as or who holds the position of Public Service  
24 Administrator (Option 8K), any employee of the Office of the  
25 Inspector General in the Department of Human Services who is  
26 classified as or who holds the position of Public Service

1 Administrator (Option 7), any Deputy of Intelligence in the  
2 Department of Corrections who is classified as or who holds the  
3 position of Public Service Administrator (Option 7), and any  
4 employee of the Department of State Police who handles issues  
5 concerning the Illinois State Police Sex Offender Registry and  
6 who is classified as or holds the position of Public Service  
7 Administrator (Option 7), but excluding all of the following:  
8 employees of the General Assembly of the State of Illinois;  
9 elected officials; executive heads of a department; members of  
10 boards or commissions; the Executive Inspectors General; any  
11 special Executive Inspectors General; employees of each Office  
12 of an Executive Inspector General; commissioners and employees  
13 of the Executive Ethics Commission; the Auditor General's  
14 Inspector General; employees of the Office of the Auditor  
15 General's Inspector General; the Legislative Inspector  
16 General; any special Legislative Inspectors General; employees  
17 of the Office of the Legislative Inspector General;  
18 commissioners and employees of the Legislative Ethics  
19 Commission; employees of any agency, board or commission  
20 created by this Act; employees appointed to State positions of  
21 a temporary or emergency nature; all employees of school  
22 districts and higher education institutions except  
23 firefighters and peace officers employed by a state university  
24 and except peace officers employed by a school district in its  
25 own police department in existence on the effective date of  
26 this amendatory Act of the 96th General Assembly; managerial

1 employees; short-term employees; legislative liaisons; a  
2 person who is a State employee under the jurisdiction of the  
3 Office of the Attorney General who is licensed to practice law  
4 or whose position authorizes, either directly or indirectly,  
5 meaningful input into government decision-making on issues  
6 where there is room for principled disagreement on goals or  
7 their implementation; a person who is a State employee under  
8 the jurisdiction of the Office of the Comptroller who holds the  
9 position of Public Service Administrator or whose position is  
10 otherwise exempt under the Comptroller Merit Employment Code; a  
11 person who is a State employee under the jurisdiction of the  
12 Secretary of State who holds the position classification of  
13 Executive I or higher, whose position authorizes, either  
14 directly or indirectly, meaningful input into government  
15 decision-making on issues where there is room for principled  
16 disagreement on goals or their implementation, or who is  
17 otherwise exempt under the Secretary of State Merit Employment  
18 Code; employees in the Office of the Secretary of State who are  
19 completely exempt from jurisdiction B of the Secretary of State  
20 Merit Employment Code and who are in Rutan-exempt positions on  
21 or after April 5, 2013 (the effective date of Public Act  
22 97-1172); a person who is a State employee under the  
23 jurisdiction of the Treasurer who holds a position that is  
24 exempt from the State Treasurer Employment Code; any employee  
25 of a State agency who (i) holds the title or position of, or  
26 exercises substantially similar duties as a legislative

1 liaison, Agency General Counsel, Agency Chief of Staff, Agency  
2 Executive Director, Agency Deputy Director, Agency Chief  
3 Fiscal Officer, Agency Human Resources Director, Public  
4 Information Officer, or Chief Information Officer and (ii) was  
5 neither included in a bargaining unit nor subject to an active  
6 petition for certification in a bargaining unit; any employee  
7 of a State agency who (i) is in a position that is  
8 Rutan-exempt, as designated by the employer, and completely  
9 exempt from jurisdiction B of the Personnel Code and (ii) was  
10 neither included in a bargaining unit nor subject to an active  
11 petition for certification in a bargaining unit; any term  
12 appointed employee of a State agency pursuant to Section 8b.18  
13 or 8b.19 of the Personnel Code who was neither included in a  
14 bargaining unit nor subject to an active petition for  
15 certification in a bargaining unit; any employment position  
16 properly designated pursuant to Section 6.1 of this Act;  
17 confidential employees; independent contractors; and  
18 supervisors except as provided in this Act.

19 Home care and home health workers who function as personal  
20 assistants and individual maintenance home health workers and  
21 who also work under the Home Services Program under Section 3  
22 of the Rehabilitation of Persons with Disabilities Act shall  
23 not be considered public employees for any purposes not  
24 specifically provided for in Public Act 93-204 or Public Act  
25 97-1158, including but not limited to, purposes of vicarious  
26 liability in tort and purposes of statutory retirement or

1 health insurance benefits. Home care and home health workers  
2 who function as personal assistants and individual maintenance  
3 home health workers and who also work under the Home Services  
4 Program under Section 3 of the Rehabilitation of Persons with  
5 Disabilities Act shall not be covered by the State Employees  
6 Group Insurance Act of 1971 (5 ILCS 375/).

7 Child and day care home providers shall not be considered  
8 public employees for any purposes not specifically provided for  
9 in this amendatory Act of the 94th General Assembly, including  
10 but not limited to, purposes of vicarious liability in tort and  
11 purposes of statutory retirement or health insurance benefits.  
12 Child and day care home providers shall not be covered by the  
13 State Employees Group Insurance Act of 1971.

14 Notwithstanding Section 9, subsection (c), or any other  
15 provisions of this Act, all peace officers above the rank of  
16 captain in municipalities with more than 1,000,000 inhabitants  
17 shall be excluded from this Act.

18 (o) Except as otherwise in subsection (o-5), "public  
19 employer" or "employer" means the State of Illinois; any  
20 political subdivision of the State, unit of local government or  
21 school district; authorities including departments, divisions,  
22 bureaus, boards, commissions, or other agencies of the  
23 foregoing entities; and any person acting within the scope of  
24 his or her authority, express or implied, on behalf of those  
25 entities in dealing with its employees. As of the effective  
26 date of the amendatory Act of the 93rd General Assembly, but



1 not before, the State of Illinois shall be considered the  
2 employer of the personal assistants working under the Home  
3 Services Program under Section 3 of the Rehabilitation of  
4 Persons with Disabilities Act, subject to the limitations set  
5 forth in this Act and in the Rehabilitation of Persons with  
6 Disabilities Act. As of January 29, 2013 (the effective date of  
7 Public Act 97-1158), but not before except as otherwise  
8 provided in this subsection (o), the State shall be considered  
9 the employer of home care and home health workers who function  
10 as personal assistants and individual maintenance home health  
11 workers and who also work under the Home Services Program under  
12 Section 3 of the Rehabilitation of Persons with Disabilities  
13 Act, no matter whether the State provides those services  
14 through direct fee-for-service arrangements, with the  
15 assistance of a managed care organization or other  
16 intermediary, or otherwise, but subject to the limitations set  
17 forth in this Act and the Rehabilitation of Persons with  
18 Disabilities Act. The State shall not be considered to be the  
19 employer of home care and home health workers who function as  
20 personal assistants and individual maintenance home health  
21 workers and who also work under the Home Services Program under  
22 Section 3 of the Rehabilitation of Persons with Disabilities  
23 Act, for any purposes not specifically provided for in Public  
24 Act 93-204 or Public Act 97-1158, including but not limited to,  
25 purposes of vicarious liability in tort and purposes of  
26 statutory retirement or health insurance benefits. Home care

1 and home health workers who function as personal assistants and  
2 individual maintenance home health workers and who also work  
3 under the Home Services Program under Section 3 of the  
4 Rehabilitation of Persons with Disabilities Act shall not be  
5 covered by the State Employees Group Insurance Act of 1971 (5  
6 ILCS 375/). As of the effective date of this amendatory Act of  
7 the 94th General Assembly but not before, the State of Illinois  
8 shall be considered the employer of the day and child care home  
9 providers participating in the child care assistance program  
10 under Section 9A-11 of the Illinois Public Aid Code, subject to  
11 the limitations set forth in this Act and in Section 9A-11 of  
12 the Illinois Public Aid Code. The State shall not be considered  
13 to be the employer of child and day care home providers for any  
14 purposes not specifically provided for in this amendatory Act  
15 of the 94th General Assembly, including but not limited to,  
16 purposes of vicarious liability in tort and purposes of  
17 statutory retirement or health insurance benefits. Child and  
18 day care home providers shall not be covered by the State  
19 Employees Group Insurance Act of 1971.

20 "Public employer" or "employer" as used in this Act,  
21 however, does not mean and shall not include the General  
22 Assembly of the State of Illinois, the Executive Ethics  
23 Commission, the Offices of the Executive Inspectors General,  
24 the Legislative Ethics Commission, the Office of the  
25 Legislative Inspector General, the Office of the Auditor  
26 General's Inspector General, the Office of the Governor, the

1 Governor's Office of Management and Budget, the Illinois  
2 Finance Authority, the Office of the Lieutenant Governor, the  
3 State Board of Elections, and educational employers or  
4 employers as defined in the Illinois Educational Labor  
5 Relations Act, except with respect to a state university in its  
6 employment of firefighters and peace officers and except with  
7 respect to a school district in the employment of peace  
8 officers in its own police department in existence on the  
9 effective date of this amendatory Act of the 96th General  
10 Assembly. County boards and county sheriffs shall be designated  
11 as joint or co-employers of county peace officers appointed  
12 under the authority of a county sheriff. Nothing in this  
13 subsection (o) shall be construed to prevent the State Panel or  
14 the Local Panel from determining that employers are joint or  
15 co-employers.

16 (o-5) With respect to wages, fringe benefits, hours,  
17 holidays, vacations, proficiency examinations, sick leave, and  
18 other conditions of employment, the public employer of public  
19 employees who are court reporters, as defined in the Court  
20 Reporters Act, shall be determined as follows:

21 (1) For court reporters employed by the Cook County  
22 Judicial Circuit, the chief judge of the Cook County  
23 Circuit Court is the public employer and employer  
24 representative.

25 (2) For court reporters employed by the 12th, 18th,  
26 19th, and, on and after December 4, 2006, the 22nd judicial

1 circuits, a group consisting of the chief judges of those  
2 circuits, acting jointly by majority vote, is the public  
3 employer and employer representative.

4 (3) For court reporters employed by all other judicial  
5 circuits, a group consisting of the chief judges of those  
6 circuits, acting jointly by majority vote, is the public  
7 employer and employer representative.

8 (p) "Security employee" means an employee who is  
9 responsible for the supervision and control of inmates at  
10 correctional facilities. The term also includes other  
11 non-security employees in bargaining units having the majority  
12 of employees being responsible for the supervision and control  
13 of inmates at correctional facilities.

14 (q) "Short-term employee" means an employee who is employed  
15 for less than 2 consecutive calendar quarters during a calendar  
16 year and who does not have a reasonable assurance that he or  
17 she will be rehired by the same employer for the same service  
18 in a subsequent calendar year.

19 (q-5) "State agency" means an agency directly responsible  
20 to the Governor, as defined in Section 3.1 of the Executive  
21 Reorganization Implementation Act, and the Illinois Commerce  
22 Commission, the Illinois Workers' Compensation Commission, the  
23 Civil Service Commission, the Pollution Control Board, the  
24 Illinois Racing Board, and the Department of State Police Merit  
25 Board.

26 (r) "Supervisor" is:

1           (1) An employee whose principal work is substantially  
2 different from that of his or her subordinates and who has  
3 authority, in the interest of the employer, to hire,  
4 transfer, suspend, lay off, recall, promote, discharge,  
5 direct, reward, or discipline employees, to adjust their  
6 grievances, or to effectively recommend any of those  
7 actions, if the exercise of that authority is not of a  
8 merely routine or clerical nature, but requires the  
9 consistent use of independent judgment. Except with  
10 respect to police employment, the term "supervisor"  
11 includes only those individuals who devote a preponderance  
12 of their employment time to exercising that authority,  
13 State supervisors notwithstanding. Nothing in this  
14 definition prohibits an individual from also meeting the  
15 definition of "managerial employee" under subsection (j)  
16 of this Section. In addition, in determining supervisory  
17 status in police employment, rank shall not be  
18 determinative. The Board shall consider, as evidence of  
19 bargaining unit inclusion or exclusion, the common law  
20 enforcement policies and relationships between police  
21 officer ranks and certification under applicable civil  
22 service law, ordinances, personnel codes, or Division 2.1  
23 of Article 10 of the Illinois Municipal Code, but these  
24 factors shall not be the sole or predominant factors  
25 considered by the Board in determining police supervisory  
26 status.

1           Notwithstanding the provisions of the preceding  
2 paragraph, in determining supervisory status in fire  
3 fighter employment, no fire fighter shall be excluded as a  
4 supervisor who has established representation rights under  
5 Section 9 of this Act. Further, in new fire fighter units,  
6 employees shall consist of fire fighters of the rank of  
7 company officer and below. If a company officer otherwise  
8 qualifies as a supervisor under the preceding paragraph,  
9 however, he or she shall not be included in the fire  
10 fighter unit. If there is no rank between that of chief and  
11 the highest company officer, the employer may designate a  
12 position on each shift as a Shift Commander, and the  
13 persons occupying those positions shall be supervisors.  
14 All other ranks above that of company officer shall be  
15 supervisors.

16           (2) With respect only to State employees in positions  
17 under the jurisdiction of the Attorney General, Secretary  
18 of State, Comptroller, or Treasurer (i) that were certified  
19 in a bargaining unit on or after December 2, 2008, (ii) for  
20 which a petition is filed with the Illinois Public Labor  
21 Relations Board on or after April 5, 2013 (the effective  
22 date of Public Act 97-1172), or (iii) for which a petition  
23 is pending before the Illinois Public Labor Relations Board  
24 on that date, an employee who qualifies as a supervisor  
25 under (A) Section 152 of the National Labor Relations Act  
26 and (B) orders of the National Labor Relations Board

1 interpreting that provision or decisions of courts  
2 reviewing decisions of the National Labor Relations Board.

3 (s) (1) "Unit" means a class of jobs or positions that are  
4 held by employees whose collective interests may suitably be  
5 represented by a labor organization for collective bargaining.  
6 Except with respect to non-State fire fighters and paramedics  
7 employed by fire departments and fire protection districts,  
8 non-State peace officers, and peace officers in the Department  
9 of State Police, a bargaining unit determined by the Board  
10 shall not include both employees and supervisors, or  
11 supervisors only, except as provided in paragraph (2) of this  
12 subsection (s) and except for bargaining units in existence on  
13 July 1, 1984 (the effective date of this Act). With respect to  
14 non-State fire fighters and paramedics employed by fire  
15 departments and fire protection districts, non-State peace  
16 officers, and peace officers in the Department of State Police,  
17 a bargaining unit determined by the Board shall not include  
18 both supervisors and nonsupervisors, or supervisors only,  
19 except as provided in paragraph (2) of this subsection (s) and  
20 except for bargaining units in existence on January 1, 1986  
21 (the effective date of this amendatory Act of 1985). A  
22 bargaining unit determined by the Board to contain peace  
23 officers shall contain no employees other than peace officers  
24 unless otherwise agreed to by the employer and the labor  
25 organization or labor organizations involved. Notwithstanding  
26 any other provision of this Act, a bargaining unit, including a

1 historical bargaining unit, containing sworn peace officers of  
2 the Department of Natural Resources (formerly designated the  
3 Department of Conservation) shall contain no employees other  
4 than such sworn peace officers upon the effective date of this  
5 amendatory Act of 1990 or upon the expiration date of any  
6 collective bargaining agreement in effect upon the effective  
7 date of this amendatory Act of 1990 covering both such sworn  
8 peace officers and other employees.

9 (2) Notwithstanding the exclusion of supervisors from  
10 bargaining units as provided in paragraph (1) of this  
11 subsection (s), a public employer may agree to permit its  
12 supervisory employees to form bargaining units and may bargain  
13 with those units. This Act shall apply if the public employer  
14 chooses to bargain under this subsection.

15 (3) Public employees who are court reporters, as defined in  
16 the Court Reporters Act, shall be divided into 3 units for  
17 collective bargaining purposes. One unit shall be court  
18 reporters employed by the Cook County Judicial Circuit; one  
19 unit shall be court reporters employed by the 12th, 18th, 19th,  
20 and, on and after December 4, 2006, the 22nd judicial circuits;  
21 and one unit shall be court reporters employed by all other  
22 judicial circuits.

23 (t) "Active petition for certification in a bargaining  
24 unit" means a petition for certification filed with the Board  
25 under one of the following case numbers: S-RC-11-110;  
26 S-RC-11-098; S-UC-11-080; S-RC-11-086; S-RC-11-074;



1 S-RC-11-076; S-RC-11-078; S-UC-11-052; S-UC-11-054;  
2 S-RC-11-062; S-RC-11-060; S-RC-11-042; S-RC-11-014;  
3 S-RC-11-016; S-RC-11-020; S-RC-11-030; S-RC-11-004;  
4 S-RC-10-244; S-RC-10-228; S-RC-10-222; S-RC-10-220;  
5 S-RC-10-214; S-RC-10-196; S-RC-10-194; S-RC-10-178;  
6 S-RC-10-176; S-RC-10-162; S-RC-10-156; S-RC-10-088;  
7 S-RC-10-074; S-RC-10-076; S-RC-10-078; S-RC-10-060;  
8 S-RC-10-070; S-RC-10-044; S-RC-10-038; S-RC-10-040;  
9 S-RC-10-042; S-RC-10-018; S-RC-10-024; S-RC-10-004;  
10 S-RC-10-006; S-RC-10-008; S-RC-10-010; S-RC-10-012;  
11 S-RC-09-202; S-RC-09-182; S-RC-09-180; S-RC-09-156;  
12 S-UC-09-196; S-UC-09-182; S-RC-08-130; S-RC-07-110; or  
13 S-RC-07-100.  
14 (Source: P.A. 98-100, eff. 7-19-13; 98-1004, eff. 8-18-14;  
15 99-143, eff. 7-27-15.)

16 (5 ILCS 315/4) (from Ch. 48, par. 1604)

17 (Text of Section WITH the changes made by P.A. 98-599,  
18 which has been held unconstitutional)

19 Sec. 4. Management Rights. Employers shall not be required  
20 to bargain over matters of inherent managerial policy, which  
21 shall include such areas of discretion or policy as the  
22 functions of the employer, standards of services, its overall  
23 budget, the organizational structure and selection of new  
24 employees, examination techniques and direction of employees.  
25 Employers, however, shall be required to bargain collectively

1 with regard to policy matters directly affecting wages, hours  
2 and terms and conditions of employment as well as the impact  
3 thereon upon request by employee representatives, except as  
4 provided in Section 7.5.

5 To preserve the rights of employers and exclusive  
6 representatives which have established collective bargaining  
7 relationships or negotiated collective bargaining agreements  
8 prior to the effective date of this Act, employers shall be  
9 required to bargain collectively with regard to any matter  
10 concerning wages, hours or conditions of employment about which  
11 they have bargained for and agreed to in a collective  
12 bargaining agreement prior to the effective date of this Act,  
13 except as provided in Section 7.5.

14 The chief judge of the judicial circuit that employs a  
15 public employee who is a court reporter, as defined in the  
16 Court Reporters Act, has the authority to hire, appoint,  
17 promote, evaluate, discipline, and discharge court reporters  
18 within that judicial circuit.

19 Nothing in this amendatory Act of the 94th General Assembly  
20 shall be construed to intrude upon the judicial functions of  
21 any court. This amendatory Act of the 94th General Assembly  
22 applies only to nonjudicial administrative matters relating to  
23 the collective bargaining rights of court reporters.

24 (Source: P.A. 98-599, eff. 6-1-14.)

25 (Text of Section WITHOUT the changes made by P.A. 98-599,

1 which has been held unconstitutional)

2       Sec. 4. Management Rights. Employers shall not be required  
3 to bargain over matters of inherent managerial policy, which  
4 shall include such areas of discretion or policy as the  
5 functions of the employer, standards of services, its overall  
6 budget, the organizational structure and selection of new  
7 employees, examination techniques and direction of employees.  
8 Employers, however, shall be required to bargain collectively  
9 with regard to policy matters directly affecting wages, hours  
10 and terms and conditions of employment for members of an  
11 exclusive representative as well as the impact thereon upon  
12 request by employee representatives.

13       To preserve the rights of employers and exclusive  
14 representatives which have established collective bargaining  
15 relationships or negotiated collective bargaining agreements  
16 prior to the effective date of this Act, employers shall be  
17 required to bargain collectively with regard to any matter  
18 concerning wages, hours or conditions of employment about which  
19 they have bargained for and agreed to in a collective  
20 bargaining agreement prior to the effective date of this Act,  
21 except as provided in subsections (e-1) and (e-3) of Section 6.

22       The chief judge of the judicial circuit that employs a  
23 public employee who is a court reporter, as defined in the  
24 Court Reporters Act, has the authority to hire, appoint,  
25 promote, evaluate, discipline, and discharge court reporters  
26 within that judicial circuit.

1           Nothing in this amendatory Act of the 94th General Assembly  
2 shall be construed to intrude upon the judicial functions of  
3 any court. This amendatory Act of the 94th General Assembly  
4 applies only to nonjudicial administrative matters relating to  
5 the collective bargaining rights of court reporters.

6           (Source: P.A. 94-98, eff. 7-1-05.)

7           (5 ILCS 315/6) (from Ch. 48, par. 1606)

8           Sec. 6. Right to organize and bargain collectively or  
9 independently; exclusive representation; and refrain from  
10 representation ~~fair share arrangements~~.

11           (a) Employees of the State and any political subdivision of  
12 the State, excluding employees of the General Assembly of the  
13 State of Illinois and employees excluded from the definition of  
14 "public employee" under subsection (n) of Section 3 of this  
15 Act, have, and are protected in the exercise of, the right of  
16 self-organization, and may form, join or assist any labor  
17 organization, to bargain collectively through representatives  
18 of their own choosing on questions of wages, hours and other  
19 conditions of employment, not excluded by Section 4 of this  
20 Act, and to engage in other concerted activities not otherwise  
21 prohibited by law for the purposes of collective bargaining or  
22 other mutual aid or protection, free from interference,  
23 restraint or coercion. Employees also have, and are protected  
24 in the exercise of, the right to refrain from participating in  
25 any such concerted activities. ~~Employees may be required,~~

1 ~~pursuant to the terms of a lawful fair share agreement, to pay~~  
2 ~~a fee which shall be their proportionate share of the costs of~~  
3 ~~the collective bargaining process, contract administration and~~  
4 ~~pursuing matters affecting wages, hours and other conditions of~~  
5 ~~employment as defined in Section 3(g).~~

6 (b) Nothing in this Act prevents an employee from  
7 presenting a grievance to the employer and having the grievance  
8 heard and settled without the intervention of an employee  
9 organization; provided that, for members of the exclusive  
10 bargaining representative, the exclusive bargaining  
11 representative is afforded the opportunity to be present at  
12 such conference and that any settlement made shall not be  
13 inconsistent with the terms of any agreement in effect between  
14 the employer and the exclusive bargaining representative.

15 (c) A labor organization designated by the Board as the  
16 representative of the majority of public employees in an  
17 appropriate unit in accordance with the procedures herein or  
18 recognized by a public employer as the representative of the  
19 majority of public employees in an appropriate unit is the  
20 exclusive representative for the members of the labor  
21 organization ~~employees~~ of such unit for the purpose of  
22 collective bargaining with respect to rates of pay, wages,  
23 hours and other conditions of employment not excluded by  
24 Section 4 of this Act. A public employer is required upon  
25 request to furnish the exclusive bargaining representative  
26 with a complete list of the names and addresses of the public

1 employees in the bargaining unit, provided that a public  
2 employer shall not be required to furnish such a list more than  
3 once per payroll period. The exclusive bargaining  
4 representative shall use the list exclusively for bargaining  
5 representation purposes and shall not disclose any information  
6 contained in the list for any other purpose. Nothing in this  
7 Section, however, shall prohibit a bargaining representative  
8 from disseminating a list of its union members.

9 (d) Labor organizations recognized by a public employer as  
10 the exclusive representative or so designated in accordance  
11 with the provisions of this Act are responsible for  
12 representing the interests of all labor organization member  
13 public employees in the unit. Nothing herein shall be construed  
14 to limit an exclusive representative's right to exercise its  
15 discretion to refuse to process grievances of employees that  
16 are unmeritorious.

17 (e) (Blank). ~~When a collective bargaining agreement is~~  
18 ~~entered into with an exclusive representative, it may include~~  
19 ~~in the agreement a provision requiring employees covered by the~~  
20 ~~agreement who are not members of the organization to pay their~~  
21 ~~proportionate share of the costs of the collective bargaining~~  
22 ~~process, contract administration and pursuing matters~~  
23 ~~affecting wages, hours and conditions of employment, as defined~~  
24 ~~in Section 3 (g), but not to exceed the amount of dues~~  
25 ~~uniformly required of members. The organization shall certify~~  
26 ~~to the employer the amount constituting each nonmember~~

1 ~~employee's proportionate share which shall not exceed dues~~  
2 ~~uniformly required of members. In such case, the proportionate~~  
3 ~~share payment in this Section shall be deducted by the employer~~  
4 ~~from the earnings of the nonmember employees and paid to the~~  
5 ~~employee organization.~~

6 (e-1) Employees shall not be required as a condition of  
7 obtaining or continuing public employment to do any of the  
8 following:

9 (1) refrain or resign from membership in, voluntary  
10 affiliation with, or voluntary financial support of a labor  
11 organization or bargaining representative;

12 (2) become or remain a member of a labor organization  
13 or bargaining representative;

14 (3) pay any dues, fees, assessments, or other charges  
15 or expenses of any kind or amount, or provide anything of  
16 value to a labor organization or bargaining  
17 representative; or

18 (4) pay to any charitable organization or third party  
19 any amount that is in lieu of, equivalent to, or any  
20 portion of dues, fees, assessments, or other charges or  
21 expenses required of members of or public employees  
22 represented by a labor organization or bargaining  
23 representative.

24 (e-3) Public employees shall have the right to  
25 independently bargain in their relations with the public  
26 employer, and the following provisions shall apply:

1           (1) No provision of any agreement between a labor  
2           organization, employee organization, bargaining agent, or  
3           exclusive representative and a public employer, or any  
4           other public policy, shall impose representation by a labor  
5           organization, employee organization, bargaining agent, or  
6           exclusive representative on public employees who are not  
7           members of that organization and have chosen to bargain  
8           independently. Nothing in any collective bargaining  
9           agreement shall limit the ability of a public employee who  
10           is not a member of an exclusive representative organization  
11           to negotiate with his public employer or adjust his  
12           grievances directly with his public employer, nor shall a  
13           resolution of any such negotiation or grievance be  
14           controlled or limited by the terms of a collective  
15           bargaining agreement.

16           (2) There shall be not more than one exclusive  
17           bargaining representative designated by the board pursuant  
18           to the provisions of section 9 of this Act as the  
19           representative of the public employees in an appropriate  
20           collective bargaining unit.

21           (3) No provision of any agreement between an employee  
22           organization and a public employer, or any other public  
23           policy, shall impose any wages or conditions of employment  
24           for members of an employee organization which are linked or  
25           contingent upon wages or conditions of employment to public  
26           employees who are not members of an employee organization.



1       (e-5) An agreement, contract, understanding, or practice  
2 between or involving a public employer, labor organization, or  
3 exclusive representative that violates subsections (e-1) or  
4 (e-3) is unlawful and unenforceable. This subsection (e-5)  
5 applies only to an agreement, contract, understanding, or  
6 practice that takes effect, modified, or is extended or renewed  
7 after the effective date of this amendatory Act of the 99th  
8 General Assembly, and the following provisions shall apply:

9           (1) The court of appeals has exclusive original  
10 jurisdiction over any action challenging the validity of  
11 subsections (e-1) and (e-3). The court of appeals shall  
12 hear the action in an expedited manner.

13           (2) A person, public employer, or labor organization  
14 that violates subsection (e-1) or (e-3) is liable for a  
15 civil fine of not more than \$500.00. A civil fine recovered  
16 under this Section shall be submitted to the State  
17 Treasurer for deposit in the General Revenue Fund.

18           (3) Except for actions required to be brought under  
19 paragraph (1) of this subsection (e-5), a person who  
20 suffers an injury as a result of a violation or threatened  
21 violation of subsection (e-1) or (e-3) may bring a civil  
22 action for damages, injunctive relief, or both. In  
23 addition, a court shall award court costs and reasonable  
24 attorney fees to a plaintiff who prevails in an action  
25 brought under this subsection (e-5). Remedies provided in  
26 this subsection (e-5) are independent of and in addition to

1 other penalties and remedies prescribed by this Act.

2 (f) Only the exclusive representative may negotiate  
3 provisions in a collective bargaining agreement providing for  
4 the payroll deduction of labor organization dues, ~~fair share~~  
5 ~~payment,~~ initiation fees and assessments. Any ~~Except as~~  
6 ~~provided in subsection (e) of this Section,~~ any such deductions  
7 shall only be made upon an employee's written authorization,  
8 and continued until revoked in writing in the same manner or  
9 until the termination date of an applicable collective  
10 bargaining agreement. Such payments shall be paid to the  
11 exclusive representative.

12 Where a collective bargaining agreement is terminated, or  
13 continues in effect beyond its scheduled expiration date  
14 pending the negotiation of a successor agreement or the  
15 resolution of an impasse under Section 14, the employer shall  
16 continue to honor and abide by any dues deduction ~~or fair share~~  
17 clause contained therein until a new agreement is reached  
18 including a dues deduction ~~or a fair share~~ clause. For the  
19 benefit of any successor exclusive representative certified  
20 under this Act, this provision shall be applicable, provided  
21 the successor exclusive representative: ~~(i) certifies to the~~  
22 ~~employer the amount constituting each non-member's~~  
23 ~~proportionate share under subsection (e); or (ii) presents the~~  
24 employer with employee written authorizations for the  
25 deduction of dues, assessments, and fees under this subsection.

26 Failure to so honor and abide by dues deduction ~~or fair~~

1 ~~share~~ clauses for the benefit of any exclusive representative,  
2 including a successor, shall be a violation of the duty to  
3 bargain and an unfair labor practice.

4 (g) (Blank). ~~Agreements containing a fair share agreement~~  
5 ~~must safeguard the right of nonassociation of employees based~~  
6 ~~upon bona fide religious tenets or teachings of a church or~~  
7 ~~religious body of which such employees are members. Such~~  
8 ~~employees may be required to pay an amount equal to their fair~~  
9 ~~share, determined under a lawful fair share agreement, to a~~  
10 ~~nonreligious charitable organization mutually agreed upon by~~  
11 ~~the employees affected and the exclusive bargaining~~  
12 ~~representative to which such employees would otherwise pay such~~  
13 ~~service fee. If the affected employees and the bargaining~~  
14 ~~representative are unable to reach an agreement on the matter,~~  
15 ~~the Board may establish an approved list of charitable~~  
16 ~~organizations to which such payments may be made.~~

17 (Source: P.A. 97-1172, eff. 4-5-13.)

18 (5 ILCS 315/7) (from Ch. 48, par. 1607)

19 Sec. 7. Duty to bargain. A public employer and the  
20 exclusive representative have the authority and the duty to  
21 bargain collectively for members of a labor organization set  
22 forth in this Section.

23 For the purposes of this Act, "to bargain collectively"  
24 means the performance of the mutual obligation of the public  
25 employer or his designated representative and the

1 representative of the public employees, who are members of an  
2 exclusive representative, to meet at reasonable times,  
3 including meetings in advance of the budget-making process, and  
4 to negotiate in good faith with respect to wages, hours, and  
5 other conditions of employment, not excluded by Section 4 of  
6 this Act, or the negotiation of an agreement, or any question  
7 arising thereunder and the execution of a written contract  
8 incorporating any agreement reached if requested by either  
9 party, but such obligation does not compel either party to  
10 agree to a proposal or require the making of a concession.

11 The duty "to bargain collectively" shall also include an  
12 obligation to negotiate over any matter with respect to wages,  
13 hours and other conditions of employment, not specifically  
14 provided for in any other law or not specifically in violation  
15 of the provisions of any law. If any other law pertains, in  
16 part, to a matter affecting the wages, hours and other  
17 conditions of employment, such other law shall not be construed  
18 as limiting the duty "to bargain collectively" and to enter  
19 into collective bargaining agreements containing clauses which  
20 either supplement, implement, or relate to the effect of such  
21 provisions in other laws.

22 The duty "to bargain collectively" shall also include  
23 negotiations as to the terms of a collective bargaining  
24 agreement. The parties may, by mutual agreement, provide for  
25 arbitration of impasses resulting from their inability to agree  
26 upon wages, hours and terms and conditions of employment to be

1 included in a collective bargaining agreement. Such  
2 arbitration provisions shall be subject to the Illinois  
3 "Uniform Arbitration Act" unless agreed by the parties.

4 The duty "to bargain collectively" shall also mean that no  
5 party to a collective bargaining contract shall terminate or  
6 modify such contract, unless the party desiring such  
7 termination or modification:

8 (1) serves a written notice upon the other party to the  
9 contract of the proposed termination or modification 60  
10 days prior to the expiration date thereof, or in the event  
11 such contract contains no expiration date, 60 days prior to  
12 the time it is proposed to make such termination or  
13 modification;

14 (2) offers to meet and confer with the other party for  
15 the purpose of negotiating a new contract or a contract  
16 containing the proposed modifications;

17 (3) notifies the Board within 30 days after such notice  
18 of the existence of a dispute, provided no agreement has  
19 been reached by that time; and

20 (4) continues in full force and effect, without  
21 resorting to strike or lockout, all the terms and  
22 conditions of the existing contract for a period of 60 days  
23 after such notice is given to the other party or until the  
24 expiration date of such contract, whichever occurs later.

25 The duties imposed upon employers, employees and labor  
26 organizations by paragraphs (2), (3) and (4) shall become

1 inapplicable upon an intervening certification of the Board,  
2 under which the labor organization, which is a party to the  
3 contract, has been superseded as or ceased to be the exclusive  
4 representative of the member employees pursuant to the  
5 provisions of subsection (a) of Section 9, and the duties so  
6 imposed shall not be construed as requiring either party to  
7 discuss or agree to any modification of the terms and  
8 conditions contained in a contract for a fixed period, if such  
9 modification is to become effective before such terms and  
10 conditions can be reopened under the provisions of the  
11 contract.

12 Collective bargaining for home care and home health workers  
13 who function as personal assistants and individual maintenance  
14 home health workers under the Home Services Program shall be  
15 limited to the terms and conditions of employment under the  
16 State's control, as defined in Public Act 93-204 or this  
17 amendatory Act of the 97th General Assembly, as applicable.

18 Collective bargaining for child and day care home providers  
19 under the child care assistance program shall be limited to the  
20 terms and conditions of employment under the State's control,  
21 as defined in this amendatory Act of the 94th General Assembly.

22 Notwithstanding any other provision of this Section,  
23 whenever collective bargaining is for the purpose of  
24 establishing an initial agreement following original  
25 certification of units with fewer than 35 employees, with  
26 respect to public employees other than peace officers, fire

1 fighters, and security employees, the following apply:

2 (1) Not later than 10 days after receiving a written  
3 request for collective bargaining from a labor  
4 organization that has been newly certified as a  
5 representative as defined in Section 6(c), or within such  
6 further period as the parties agree upon, the parties shall  
7 meet and commence to bargain collectively and shall make  
8 every reasonable effort to conclude and sign a collective  
9 bargaining agreement.

10 (2) If anytime after the expiration of the 90-day  
11 period beginning on the date on which bargaining is  
12 commenced the parties have failed to reach an agreement,  
13 either party may notify the Illinois Public Labor Relations  
14 Board of the existence of a dispute and request mediation  
15 in accordance with the provisions of Section 14 of this  
16 Act.

17 (3) If after the expiration of the 30-day period  
18 beginning on the date on which mediation commenced, or such  
19 additional period as the parties may agree upon, the  
20 mediator is not able to bring the parties to agreement by  
21 conciliation, either the exclusive representative of the  
22 member employees or the employer may request of the other,  
23 in writing, arbitration and shall submit a copy of the  
24 request to the board. Upon submission of the request for  
25 arbitration, the parties shall be required to participate  
26 in the impasse arbitration procedures set forth in Section

1 14 of this Act, except the right to strike shall not be  
2 considered waived pursuant to Section 17 of this Act, until  
3 the actual convening of the arbitration hearing.

4 (Source: P.A. 97-1158, eff. 1-29-13; 98-1004, eff. 8-18-14.)

5 (5 ILCS 315/8) (from Ch. 48, par. 1608)

6 Sec. 8. Grievance Procedure. The collective bargaining  
7 agreement negotiated between the employer and the exclusive  
8 representative shall contain a grievance resolution procedure  
9 which shall apply to all employees in the bargaining unit and  
10 shall provide for final and binding arbitration of disputes  
11 concerning the administration or interpretation of the  
12 agreement unless mutually agreed otherwise, provided that  
13 public employees who are not members of a labor organization  
14 may represent themselves in accord with established grievance  
15 resolution procedures. Any agreement containing a final and  
16 binding arbitration provision shall also contain a provision  
17 prohibiting strikes for the duration of the agreement. The  
18 grievance and arbitration provisions of any collective  
19 bargaining agreement shall be subject to the Illinois "Uniform  
20 Arbitration Act". The costs of such arbitration shall be borne  
21 equally by the employer and the employee organization.

22 (Source: P.A. 83-1012.)

23 (5 ILCS 315/9) (from Ch. 48, par. 1609)

24 Sec. 9. Elections; recognition.



1           (a) Whenever in accordance with such regulations as may be  
2 prescribed by the Board a petition has been filed:

3           (1) by a public employee or group of public employees  
4 or any labor organization acting in their behalf  
5 demonstrating that 30% of the public employees in an  
6 appropriate unit (A) wish to be represented for the  
7 purposes of collective bargaining by a labor organization  
8 as exclusive representative, or (B) asserting that the  
9 labor organization which has been certified or is currently  
10 recognized by the public employer as bargaining  
11 representative is no longer the representative of the  
12 majority of public employees in the unit; or

13           (2) by a public employer alleging that one or more  
14 labor organizations have presented to it a claim that they  
15 be recognized as the representative of a majority of the  
16 public employees in an appropriate unit,

17 the Board shall investigate such petition, and if it has  
18 reasonable cause to believe that a question of representation  
19 exists, shall provide for an appropriate hearing upon due  
20 notice. Such hearing shall be held at the offices of the Board  
21 or such other location as the Board deems appropriate. If it  
22 finds upon the record of the hearing that a question of  
23 representation exists, it shall direct an election in  
24 accordance with subsection (d) of this Section, which election  
25 shall be held not later than 120 days after the date the  
26 petition was filed regardless of whether that petition was

1 filed before or after the effective date of this amendatory Act  
2 of 1987; provided, however, the Board may extend the time for  
3 holding an election by an additional 60 days if, upon motion by  
4 a person who has filed a petition under this Section or is the  
5 subject of a petition filed under this Section and is a party  
6 to such hearing, or upon the Board's own motion, the Board  
7 finds that good cause has been shown for extending the election  
8 date; provided further, that nothing in this Section shall  
9 prohibit the Board, in its discretion, from extending the time  
10 for holding an election for so long as may be necessary under  
11 the circumstances, where the purpose for such extension is to  
12 permit resolution by the Board of an unfair labor practice  
13 charge filed by one of the parties to a representational  
14 proceeding against the other based upon conduct which may  
15 either affect the existence of a question concerning  
16 representation or have a tendency to interfere with a fair and  
17 free election, where the party filing the charge has not filed  
18 a request to proceed with the election; and provided further  
19 that prior to the expiration of the total time allotted for  
20 holding an election, a person who has filed a petition under  
21 this Section or is the subject of a petition filed under this  
22 Section and is a party to such hearing or the Board, may move  
23 for and obtain the entry of an order in the circuit court of  
24 the county in which the majority of the public employees sought  
25 to be represented by such person reside, such order extending  
26 the date upon which the election shall be held. Such order

1 shall be issued by the circuit court only upon a judicial  
2 finding that there has been a sufficient showing that there is  
3 good cause to extend the election date beyond such period and  
4 shall require the Board to hold the election as soon as is  
5 feasible given the totality of the circumstances. Such 120 day  
6 period may be extended one or more times by the agreement of  
7 all parties to the hearing to a date certain without the  
8 necessity of obtaining a court order. Nothing in this Section  
9 prohibits the waiving of hearings by stipulation for the  
10 purpose of a consent election in conformity with the rules and  
11 regulations of the Board or an election in a unit agreed upon  
12 by the parties. Other interested employee organizations may  
13 intervene in the proceedings in the manner and within the time  
14 period specified by rules and regulations of the Board.  
15 Interested parties who are necessary to the proceedings may  
16 also intervene in the proceedings in the manner and within the  
17 time period specified by the rules and regulations of the  
18 Board.

19 (a-5) The Board shall designate an exclusive  
20 representative for purposes of collective bargaining for  
21 members of a labor organization when the representative  
22 demonstrates a showing of majority interest by employees in the  
23 unit. If the parties to a dispute are without agreement on the  
24 means to ascertain the choice, if any, of employee organization  
25 as their representative, the Board shall ascertain the  
26 employees' choice of employee organization, on the basis of

1 dues deduction authorization or other evidence, or, if  
2 necessary, by conducting an election. All evidence submitted by  
3 an employee organization to the Board to ascertain an  
4 employee's choice of an employee organization is confidential  
5 and shall not be submitted to the employer for review. The  
6 Board shall ascertain the employee's choice of employee  
7 organization within 120 days after the filing of the majority  
8 interest petition; however, the Board may extend time by an  
9 additional 60 days, upon its own motion or upon the motion of a  
10 party to the proceeding. If either party provides to the Board,  
11 before the designation of a representative, clear and  
12 convincing evidence that the dues deduction authorizations,  
13 and other evidence upon which the Board would otherwise rely to  
14 ascertain the employees' choice of representative, are  
15 fraudulent or were obtained through coercion, the Board shall  
16 promptly thereafter conduct an election. The Board shall also  
17 investigate and consider a party's allegations that the dues  
18 deduction authorizations and other evidence submitted in  
19 support of a designation of representative without an election  
20 were subsequently changed, altered, withdrawn, or withheld as a  
21 result of employer fraud, coercion, or any other unfair labor  
22 practice by the employer. If the Board determines that a labor  
23 organization would have had a majority interest but for an  
24 employer's fraud, coercion, or unfair labor practice, it shall  
25 designate the labor organization as an exclusive  
26 representative without conducting an election. If a hearing is

1 necessary to resolve any issues of representation under this  
2 Section, the Board shall conclude its hearing process and issue  
3 a certification of the entire appropriate unit not later than  
4 120 days after the date the petition was filed. The 120-day  
5 period may be extended one or more times by the agreement of  
6 all parties to a hearing to a date certain.

7 (a-6) A labor organization or an employer may file a unit  
8 clarification petition seeking to clarify an existing  
9 bargaining unit. The Board shall conclude its investigation,  
10 including any hearing process deemed necessary, and issue a  
11 certification of clarified unit or dismiss the petition not  
12 later than 120 days after the date the petition was filed. The  
13 120-day period may be extended one or more times by the  
14 agreement of all parties to a hearing to a date certain.

15 (b) The Board shall decide in each case, in order to assure  
16 public employees the fullest freedom in exercising the rights  
17 guaranteed by this Act, a unit appropriate for the purpose of  
18 collective bargaining, based upon but not limited to such  
19 factors as: historical pattern of recognition; community of  
20 interest including employee skills and functions; degree of  
21 functional integration; interchangeability and contact among  
22 employees; fragmentation of employee groups; common  
23 supervision, wages, hours and other working conditions of the  
24 employees involved; and the desires of the employees. For  
25 purposes of this subsection, fragmentation shall not be the  
26 sole or predominant factor used by the Board in determining an

1 appropriate bargaining unit. Except with respect to non-State  
2 fire fighters and paramedics employed by fire departments and  
3 fire protection districts, non-State peace officers and peace  
4 officers in the State Department of State Police, a single  
5 bargaining unit determined by the Board may not include both  
6 supervisors and nonsupervisors, except for bargaining units in  
7 existence on the effective date of this Act. With respect to  
8 non-State fire fighters and paramedics employed by fire  
9 departments and fire protection districts, non-State peace  
10 officers and peace officers in the State Department of State  
11 Police, a single bargaining unit determined by the Board may  
12 not include both supervisors and nonsupervisors, except for  
13 bargaining units in existence on the effective date of this  
14 amendatory Act of 1985.

15 In cases involving an historical pattern of recognition,  
16 and in cases where the employer has recognized the union as the  
17 sole and exclusive bargaining agent for a specified existing  
18 unit, the Board shall find the employees in the unit then  
19 represented by the union pursuant to the recognition to be the  
20 appropriate unit.

21 Notwithstanding the above factors, where the majority of  
22 public employees of a craft so decide, the Board shall  
23 designate such craft as a unit appropriate for the purposes of  
24 collective bargaining.

25 The Board shall not decide that any unit is appropriate if  
26 such unit includes both professional and nonprofessional

1 employees, unless a majority of each group votes for inclusion  
2 in such unit.

3 (c) Except as provided in subsections (e-1) and (e-3) of  
4 Section 6, nothing ~~Nothing~~ in this Act shall interfere with or  
5 negate the current representation rights or patterns and  
6 practices of labor organizations which have historically  
7 represented public employees for the purpose of collective  
8 bargaining, including but not limited to the negotiations of  
9 wages, hours and working conditions, discussions of employees'  
10 grievances, resolution of jurisdictional disputes, or the  
11 establishment and maintenance of prevailing wage rates, unless  
12 a majority of employees so represented express a contrary  
13 desire pursuant to the procedures set forth in this Act.

14 (d) In instances where the employer does not voluntarily  
15 recognize a labor organization as the exclusive bargaining  
16 representative for a unit of employees, the Board shall  
17 determine the majority representative of the public employees  
18 in an appropriate collective bargaining unit by conducting a  
19 secret ballot election, except as otherwise provided in  
20 subsection (a-5). Within 7 days after the Board issues its  
21 bargaining unit determination and direction of election or the  
22 execution of a stipulation for the purpose of a consent  
23 election, the public employer shall submit to the labor  
24 organization the complete names and addresses of those  
25 employees who are determined by the Board to be eligible to  
26 participate in the election. When the Board has determined that

1 a labor organization has been fairly and freely chosen by a  
2 majority of employees in an appropriate unit, it shall certify  
3 such organization as the exclusive representative for members  
4 of the labor organization. If the Board determines that a  
5 majority of employees in an appropriate unit has fairly and  
6 freely chosen not to be represented by a labor organization, it  
7 shall so certify. The Board may also revoke the certification  
8 of the public employee organizations as exclusive bargaining  
9 representatives which have been found by a secret ballot  
10 election to be no longer the majority representative.

11 (e) The Board shall not conduct an election in any  
12 bargaining unit or any subdivision thereof within which a valid  
13 election has been held in the preceding 12-month period. The  
14 Board shall determine who is eligible to vote in an election  
15 and shall establish rules governing the conduct of the election  
16 or conduct affecting the results of the election. The Board  
17 shall include on a ballot in a representation election a choice  
18 of "no representation". A labor organization currently  
19 representing the bargaining unit of employees shall be placed  
20 on the ballot in any representation election. In any election  
21 where none of the choices on the ballot receives a majority, a  
22 runoff election shall be conducted between the 2 choices  
23 receiving the largest number of valid votes cast in the  
24 election. A labor organization which receives a majority of the  
25 votes cast in an election shall be certified by the Board as  
26 exclusive representative of members of the labor organization



1 ~~all public employees~~ in the unit.

2 (f) A labor organization shall be designated as the  
3 exclusive representative for members of the labor organization  
4 by a public employer, provided that the labor organization  
5 represents a majority of the public employees in an appropriate  
6 unit. Any employee organization which is designated or selected  
7 by the majority of public employees, in a unit of the public  
8 employer having no other recognized or certified  
9 representative, as their representative for purposes of  
10 collective bargaining may request recognition by the public  
11 employer in writing. The public employer shall post such  
12 request for a period of at least 20 days following its receipt  
13 thereof on bulletin boards or other places used or reserved for  
14 employee notices.

15 (g) Within the 20-day period any other interested employee  
16 organization may petition the Board in the manner specified by  
17 rules and regulations of the Board, provided that such  
18 interested employee organization has been designated by at  
19 least 10% of the employees in an appropriate bargaining unit  
20 which includes all or some of the employees in the unit  
21 recognized by the employer. In such event, the Board shall  
22 proceed with the petition in the same manner as provided by  
23 paragraph (1) of subsection (a) of this Section.

24 (h) No election shall be directed by the Board in any  
25 bargaining unit where there is in force a valid collective  
26 bargaining agreement. The Board, however, may process an

1 election petition filed between 90 and 60 days prior to the  
2 expiration of the date of an agreement, and may further refine,  
3 by rule or decision, the implementation of this provision.  
4 Where more than 4 years have elapsed since the effective date  
5 of the agreement, the agreement shall continue to bar an  
6 election, except that the Board may process an election  
7 petition filed between 90 and 60 days prior to the end of the  
8 fifth year of such an agreement, and between 90 and 60 days  
9 prior to the end of each successive year of such agreement.

10 (i) An order of the Board dismissing a representation  
11 petition, determining and certifying that a labor organization  
12 has been fairly and freely chosen by a majority of employees in  
13 an appropriate bargaining unit, determining and certifying  
14 that a labor organization has not been fairly and freely chosen  
15 by a majority of employees in the bargaining unit or certifying  
16 a labor organization as the exclusive representative of member  
17 employees in an appropriate bargaining unit because of a  
18 determination by the Board that the labor organization is the  
19 historical bargaining representative of employees in the  
20 bargaining unit, is a final order. Any person aggrieved by any  
21 such order issued on or after the effective date of this  
22 amendatory Act of 1987 may apply for and obtain judicial review  
23 in accordance with provisions of the Administrative Review Law,  
24 as now or hereafter amended, except that such review shall be  
25 afforded directly in the Appellate Court for the district in  
26 which the aggrieved party resides or transacts business. 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 (Source: P.A. 95-331, eff. 8-21-07; 96-813, eff. 10-30-09.)

5 (5 ILCS 315/10) (from Ch. 48, par. 1610)

6 Sec. 10. Unfair labor practices.

7 (a) It shall be an unfair labor practice for an employer or  
8 its agents:

9 (1) to interfere with, restrain or coerce public  
10 employees in the exercise of the rights guaranteed in this  
11 Act or to dominate or interfere with the formation,  
12 existence or administration of any labor organization or  
13 contribute financial or other support to it; provided, an  
14 employer shall not be prohibited from permitting employees  
15 to confer with him during working hours without loss of  
16 time or pay;

17 (2) to discriminate in regard to hire or tenure of  
18 employment or any term or condition of employment in order  
19 to encourage or discourage membership in or other support  
20 for any labor organization. ~~Nothing in this Act or any~~  
21 ~~other law precludes a public employer from making an~~  
22 ~~agreement with a labor organization to require as a~~  
23 ~~condition of employment the payment of a fair share under~~  
24 ~~paragraph (c) of Section 6;~~

25 (3) to discharge or otherwise discriminate against a

1 public employee because he has signed or filed an  
2 affidavit, petition or charge or provided any information  
3 or testimony under this Act;

4 (4) to refuse to bargain collectively in good faith  
5 with a labor organization which is the exclusive  
6 representative of members of the labor organization ~~public~~  
7 ~~employees~~ in an appropriate unit, including, but not  
8 limited to, the discussing of grievances with the exclusive  
9 representative;

10 (4.5) to refuse to bargain independently with public  
11 employees who are not members of an exclusive  
12 representative;

13 (5) to violate any of the rules and regulations  
14 established by the Board with jurisdiction over them  
15 relating to the conduct of representation elections or the  
16 conduct affecting the representation elections;

17 (6) to expend or cause the expenditure of public funds  
18 to any external agent, individual, firm, agency,  
19 partnership or association in any attempt to influence the  
20 outcome of representational elections held pursuant to  
21 Section 9 of this Act; provided, that nothing in this  
22 subsection shall be construed to limit an employer's right  
23 to internally communicate with its employees as provided in  
24 subsection (c) of this Section, to be represented on any  
25 matter pertaining to unit determinations, unfair labor  
26 practice charges or pre-election conferences in any formal

1 or informal proceeding before the Board, or to seek or  
2 obtain advice from legal counsel. Nothing in this paragraph  
3 shall be construed to prohibit an employer from expending  
4 or causing the expenditure of public funds on, or seeking  
5 or obtaining services or advice from, any organization,  
6 group, or association established by and including public  
7 or educational employers, whether covered by this Act, the  
8 Illinois Educational Labor Relations Act or the public  
9 employment labor relations law of any other state or the  
10 federal government, provided that such services or advice  
11 are generally available to the membership of the  
12 organization, group or association, and are not offered  
13 solely in an attempt to influence the outcome of a  
14 particular representational election; or

15 (7) to refuse to reduce a collective bargaining  
16 agreement to writing or to refuse to sign such agreement.

17 (b) It shall be an unfair labor practice for a labor  
18 organization or its agents:

19 (1) to restrain or coerce public employees in the  
20 exercise of the rights guaranteed in this Act, provided,  
21 (i) that this paragraph shall not impair the right of a  
22 labor organization to prescribe its own rules with respect  
23 to the acquisition or retention of membership therein ~~or~~  
24 ~~the determination of fair share payments~~ and (ii) that a  
25 labor organization or its agents shall commit an unfair  
26 labor practice under this paragraph in duty of fair

1 representation cases only by intentional misconduct in  
2 representing the organization's members ~~employees~~ under  
3 this Act;

4 (2) to restrain or coerce a public employer in the  
5 selection of his representatives for the purposes of  
6 collective bargaining or the settlement of grievances; or

7 (3) to cause, or attempt to cause, an employer to  
8 discriminate against an employee in violation of  
9 subsection (a) (2);

10 (4) to refuse to bargain collectively in good faith  
11 with a public employer, if it has been designated in  
12 accordance with the provisions of this Act as the exclusive  
13 representative of a labor organization's members ~~public~~  
14 ~~employees~~ in an appropriate unit;

15 (4.5) to represent or bargain on behalf of public  
16 employees who are not members of the labor organization or  
17 its agents and have chosen to bargain independently;

18 (5) to violate any of the rules and regulations  
19 established by the boards with jurisdiction over them  
20 relating to the conduct of representation elections or the  
21 conduct affecting the representation elections;

22 (6) to discriminate against any employee because he has  
23 signed or filed an affidavit, petition or charge or  
24 provided any information or testimony under this Act;

25 (7) to picket or cause to be picketed, or threaten to  
26 picket or cause to be picketed, any public employer where

1 an object thereof is forcing or requiring an employer to  
2 recognize or bargain with a labor organization of the  
3 representative of its employees, or forcing or requiring  
4 the employees of an employer to accept or select such labor  
5 organization as their collective bargaining  
6 representative, unless such labor organization is  
7 currently certified as the representative of such  
8 employees:

9 (A) where the employer has lawfully recognized in  
10 accordance with this Act any labor organization and a  
11 question concerning representation may not  
12 appropriately be raised under Section 9 of this Act;

13 (B) where within the preceding 12 months a valid  
14 election under Section 9 of this Act has been  
15 conducted; or

16 (C) where such picketing has been conducted  
17 without a petition under Section 9 being filed within a  
18 reasonable period of time not to exceed 30 days from  
19 the commencement of such picketing; provided that when  
20 such a petition has been filed the Board shall  
21 forthwith, without regard to the provisions of  
22 subsection (a) of Section 9 or the absence of a showing  
23 of a substantial interest on the part of the labor  
24 organization, direct an election in such unit as the  
25 Board finds to be appropriate and shall certify the  
26 results thereof; provided further, that nothing in

1           this subparagraph shall be construed to prohibit any  
2           picketing or other publicity for the purpose of  
3           truthfully advising the public that an employer does  
4           not employ members of, or have a contract with, a labor  
5           organization unless an effect of such picketing is to  
6           induce any individual employed by any other person in  
7           the course of his employment, not to pick up, deliver,  
8           or transport any goods or not to perform any services;  
9           or

10           (8) to refuse to reduce a collective bargaining  
11           agreement to writing or to refuse to sign such agreement.

12           (c) The expressing of any views, argument, or opinion or  
13           the dissemination thereof, whether in written, printed,  
14           graphic, or visual form, shall not constitute or be evidence of  
15           an unfair labor practice under any of the provisions of this  
16           Act, if such expression contains no threat of reprisal or force  
17           or promise of benefit.

18           (Source: P.A. 86-412; 87-736.)

19           (5 ILCS 315/12) (from Ch. 48, par. 1612)

20           Sec. 12. Mediation.

21           (a) The State and Local Panels in joint session shall  
22           establish a Public Employees Mediation Roster, the services of  
23           which shall be available to public employers and to labor  
24           organizations, or public employees who have chosen to bargain  
25           independently, upon request of the parties for the purposes of



1 mediation of grievances or contract disputes. Upon the request  
2 of either party, services of the Public Employees Mediation  
3 Roster shall be available for purposes of arbitrating disputes  
4 over interpretation or application of the terms of an agreement  
5 pursuant to Section 8. The members of the Roster shall be  
6 appointed by majority vote of the members of both panels.  
7 Members shall be impartial, competent, and reputable citizens  
8 of the United States, residents of the State of Illinois, and  
9 shall qualify by taking and subscribing to the constitutional  
10 oath or affirmation of office. The function of the mediator  
11 shall be to communicate with the employer and exclusive  
12 representative or their representatives, or the public  
13 employee who has chosen to bargain independently, and to  
14 endeavor to bring about an amicable and voluntary settlement.  
15 Compensation of Roster members for services performed as  
16 mediators shall be paid equally by the parties to a mediated  
17 labor dispute. The Board shall have authority but not the  
18 obligation to promulgate regulations setting compensation  
19 levels for members of the Roster, and establishing procedures  
20 for suspension or dismissal of mediators for good cause shown  
21 following hearing.

22 (b) A mediator in a mediated labor dispute shall be  
23 selected by the Board from among the members of the Roster.

24 (c) Nothing in this Act or any other law prohibits the use  
25 of other mediators selected by the parties for the resolution  
26 of disputes over interpretation or application of the terms or

1 conditions of the collective bargaining agreements between a  
2 public employer and a labor organization.

3 (d) If requested by the parties to a labor dispute, a  
4 mediator may perform fact-finding as set forth in Section 13.

5 (Source: P.A. 98-535, eff. 1-1-14.)

6 (5 ILCS 315/13) (from Ch. 48, par. 1613)

7 Sec. 13. Fact-finding. (a) If, after a reasonable period of  
8 negotiation over the terms of the agreement, or upon expiration  
9 of an existing collective bargaining agreement and the parties  
10 have not been able to mutually resolve the dispute, the parties  
11 may, by mutual consent initiate a fact-finding.

12 (b) Within three days of such request the Board must submit  
13 to the parties a panel of 7 qualified, disinterested persons  
14 from the Illinois Public Employees Mediation Roster to serve as  
15 a fact-finder. The parties to the dispute shall designate one  
16 of the 7 persons to serve as fact-finder. The fact-finder must  
17 act independently of the Board and may be the same person who  
18 participated in the mediation of the labor dispute if both  
19 parties consent. The person selected or appointed as  
20 fact-finder shall immediately establish the dates and place of  
21 hearings. Upon request, the Board shall issue subpoenas for  
22 hearings conducted by the fact-finder. The fact-finder may  
23 administer oaths. The fact-finder shall initially determine  
24 what issues are in dispute and therefore properly before the  
25 fact-finder. Upon completion of the hearings, but no later than

1 45 days from the date of appointment, the fact-finder must make  
2 written findings of facts and recommendations for resolution of  
3 the dispute, must serve findings on the public employer and the  
4 labor organization involved, and must publicize such findings  
5 by mailing them to all newspapers of general circulation in the  
6 community. The fact-finder's findings shall be advisory only  
7 and shall not be binding upon the parties. If the parties do  
8 not accept the recommendations of the fact-finder as the basis  
9 for settlement, or if the fact-finder does not make written  
10 findings of facts and recommendations for the resolution of the  
11 dispute and serve and publicize such findings within 45 days of  
12 the date of appointment, the parties may resume negotiations.

13 (c) The public employer and the labor organization which is  
14 certified as exclusive representative or which is recognized as  
15 exclusive representative in any particular bargaining unit by  
16 the state or political subdivision, or public employees who  
17 have chosen to bargain independently, are the only proper  
18 parties to the fact-finding proceedings.

19 (Source: P.A. 84-1335.)