

GLOSSARY OF ILLINOIS LABOR RELATIONS BOARD TERMS

MEDIATION/ARBITRATION TERMS

Fact-finding: a process whereby an employer and an exclusive representative submit their disputes concerning the terms of a new collective bargaining agreement to neutral third party for non-binding findings of fact and recommendations.

General Public Employee Unit: any bargaining unit of employees who, because they are not subject to Section 14 of the Act, have the right to strike in accordance with Section 17 of the Act.

Grievance Arbitration: a process whereby an employer and an exclusive representative submit a dispute concerning the interpretation or application of an existing collective bargaining agreement to a neutral third party for resolution.

Grievance Mediation: a process whereby an employer and an exclusive representative employ a neutral third party to communicate with the parties and endeavor to bring about an amicable, voluntary resolution of a dispute over the interpretation or application of an existing collective bargaining agreement.

Initial contract: refers to negotiations for a collective bargaining agreement covering a bargaining unit that is not currently covered by a collective bargaining agreement between the exclusive representative and the employer.

Interest Arbitration: a process whereby an employer and an exclusive representative submit their disputes concerning the terms of a new collective bargaining agreement for resolution by a neutral third party. Compulsory interest arbitration refers to interest arbitration engaged in pursuant to Section 14 of the Act. Voluntary interest arbitration refers to all other interest arbitration engaged in under the Act.

Mediation: a process whereby an employer and an exclusive representative employ a neutral third party to communicate with the parties and endeavor to bring about an amicable, voluntary resolution of negotiations over the terms of a new collective bargaining agreement.

Protective services unit: any bargaining unit subject to Section 14 of the Act in which the employees accordingly do not have the right to strike. Such units are units of security employees of a public employer, peace officer units, or units of firefighters or paramedics.

Successor contract: refers to negotiations for a collective bargaining agreement covering a bargaining unit that is currently covered by a collective bargaining agreement between the exclusive representative and the employer.