



Illinois Labor Relations Board

**2010
ANNUAL REPORT**



ILLINOIS LABOR RELATIONS BOARD

To the Governor of the State of Illinois, the President of the Illinois Senate, the Speaker of the Illinois House, and the Members of the Illinois General Assembly:

This is the 26th annual report of the Illinois Labor Relations Board (ILRB) giving an overview of decisions rendered, statistics of case activity, relevant court decisions, our budget and staffing from July 1, 2009 through June 30, 2010.

The ILRB has offices in Springfield and Chicago. Once two separate boards, local and state, the ILRB now consists of two panels with four members on the State Panel and two members on the Local Panel. The seventh member is the chairman of both panels. The panels hold monthly meetings and meet jointly at least twice a year. ILRB meetings are open to the public. Dates and locations can be found at www.state.il.us/ilrb.

The Illinois Labor Relations Board is grateful to the Governor, the Chicago Mayor and Cook County Board President for giving us the responsibility to help maintain a positive relationship between public employers and their employees.

Sincerely,

A handwritten signature in cursive script, reading "Jacalyn J. Zimmerman", written over a horizontal line.

Jacalyn J. Zimmerman
Chairman

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JURISDICTION OF THE BOARD

The Illinois Public Labor Relations Act (Act), 5 ILCS 315 (2008), *as amended*, enacted into law as Public Act 83-1012, effective July 1, 1984, and last amended effective January 1, 2010, governs labor relations between most public employers in Illinois and their employees. Throughout the state, the Illinois Labor Relations Board (ILRB) regulates the designation of employee representatives; the negotiation of wages, hours, and other conditions of employment; and the resolution of disputes arising under collective bargaining agreements. Also, as amended, it determines through an administrative adjudicative process whether certain police officers have committed perjury in homicide proceedings that could result in decertification.

On July 9, 2000, amendments to the Illinois Public Labor Relations Act took effect, dissolving the Illinois State Labor Relations Board and the Illinois Local Labor Relations Board and transferring their jurisdiction and authority to the State Panel and Local Panel of the newly-created Illinois Labor Relations Board.

The State Panel has jurisdiction over all public, non-educational employers and employees in the State of Illinois, counties and municipalities with populations not in excess of two million persons, and including the Regional Transportation Authority.

The Local Panel has jurisdiction over units of local government with a population in excess of two million persons. This includes not only the County of Cook and the City of Chicago but also other county- and city-wide governmental entities such as the Forest Preserve District of Cook County, the Metropolitan Water Reclamation District of Greater Chicago, the Chicago Housing Authority, the Chicago Transit Authority, and the Chicago Park District.

Together with the Illinois Public Labor Relations Act, 5 ILCS 315 (2008), *as amended*, the Illinois Public Labor Relations Act is the first comprehensive statutory regulation of public sector collective bargaining in Illinois history. It has many similarities to the National Labor Relations Act, which regulates collective bargaining matters in the private sector, and to the laws of numerous other states which regulate collective bargaining in the public sector.

The Board's major duties under the Act include the following:

1. Rendering determinations on all charges alleging unfair labor practices under the Act, after either investigation or hearing;
2. Processing petitions seeking the certification or decertification of collective bargaining representatives of public employees, and conducting hearings and Elections upon such petitions;
3. Processing petitions to modify or clarify bargaining units and certifications of bargaining units;
4. Providing rosters of mediators, fact-finders, and arbitrators to all parties covered by the Act in order to assist in resolving collective bargaining impasses and grievance disputes; and
5. Conducting emergency investigations of public employee strikes and strike threats upon demand to determine whether judicial proceedings are warranted to restrain or prevent strike activity imperiling the health and safety of the public.

6. Conducting administrative hearings to determine whether certain police officers have committed perjury in homicide proceedings such that they should be decertified.

During FY10, several amendments to the Act took effect. Public Act 96-0813, effective October 30, 2009, revised the Illinois Public Labor Relations Act as follows: amended Section 5(g) to require the Illinois Labor Relations Board employ a minimum of 16 attorneys and 6 investigators; amended Section 9(a-5) to provide that all evidence submitted by a labor organization to determine an employee's choice of an exclusive representative is confidential and not to be given to the employer; amended Section 9(a-5) to provide that the Board certify majority interest petitions within 120 days after filing; added Section 9(a-6) to provide that the Board either issue a certification or dismiss a unit clarification petition no later than 120 days after a petition is filed; and amended Section 14(c) to provide that, if the parties' collective bargaining agreement contains a grievance resolution clause, the chairman of an interest arbitration panel shall be selected using the parties' agreed grievance resolution procedure unless the parties mutually agree to another procedure.

Public Act 96-0598, effective January 1, 2010, revised the Illinois Public Labor Relations Act as follows: amended Section 7 to allow newly created general public employee units with fewer than 35 employees which are negotiating their initial agreement to request mediation where they have failed to reach an agreement within 90 days. If the mediator is unable to bring the parties to agreement within 30 days or another period of time agreed upon by the parties, either party may request compulsory arbitration as provided for in Section 14.

FUNDING OF THE BOARD

In FY10, the Illinois Labor Relations Board was funded as follows:

Regular Positions—\$1,187,700;
SS/Medicare—\$90,900;
Operational Expenses—\$265,900;
Lump Sum—\$300,000.

ILLINOIS LABOR RELATIONS BOARD MEMBERS

Jacalyn J. Zimmerman
Chairman

STATE PANEL

Michael G. Coli
Crystal Lake

Michael Hade
Springfield

Jessica Kimbrough
Chicago

Albert Washington
Matteson

LOCAL PANEL

Charles Anderson
Chicago

Edward Sadlowski
Chicago

ILLINOIS LABOR RELATIONS BOARD STAFF

EXECUTIVE DIRECTOR
John Brosnan

GENERAL COUNSEL
Jerald Post

PERSONNEL OFFICER
Carla Stone

FISCAL OFFICER
Nicole Hildebrand (SP)

ATTORNEYS
Eileen Bell
John Clifford
Colleen Harvey
Philip M. Kazanjian
Martin Kehoe (SP)
Sylvia Rios
Deanna Rosenbaum
Ellen Strizak
Joseph Tansino
Elaine Tarver
Sharon B. Wells

INVESTIGATORS
Hans de Kok
Michael Dunne
Mike Provines (SP)

INFORMATION TECHNOLOGY
Jodi M. Marr (SP)

ADMINISTRATIVE STAFF
Mary Brickford
Melissa McDermott
Lori Novak (SP)
Shannon Trumbo (SP)

(SP) based in Springfield office

FUNCTIONS OF THE BOARD

I – CASE PROCESSING

The following is a brief description of the types of cases processed by the Board and the procedures used in processing them. All references to the Board are applicable to either the State or Local Panel.

A. Representation Petitions

Representation cases can be initiated in several ways. A labor organization seeking recognition as the exclusive bargaining representative of a unit of employees in which no other labor organization has attained recognition rights has two options: by requesting that the employer voluntarily recognize it; or by filing a representation petition with the Board. If another labor organization already is recognized in accordance with the Act, a representation petition must be filed with the Board.

The following types of petitions initiate representation proceedings before the Board:

- Representation/Certification Petitions (RC) are filed by an employee, a group of employees, or a labor organization seeking certification as an exclusive collective bargaining representative for employees in an appropriate unit.

Majority Interest Petitions are filed by a labor organization seeking certification as the exclusive bargaining representative of employees based on evidence that a non-coerced majority of employees in an appropriate unit signed valid cards or petitions indicating they want said labor organization to represent them for the purpose of collective bargaining.

- Employer's Representation Petitions (RM) are filed by an employer alleging that one or more labor organizations have presented a claim to be recognized as an exclusive collective bargaining representative for a majority of the employees in an appropriate unit.
- Voluntary Recognition Requests (VR) are requests for certification of a unit, without an Election, where the labor organization demonstrates it has a majority showing of interest in an appropriate unit and the employer voluntarily recognizes them as the unit's exclusive representative.
- Decertification Petitions (RD) seek a determination as to whether a majority of the employees in an appropriate bargaining unit maintain their desire to be represented by the existing exclusive collective bargaining representative.
- Unit Clarification Petitions (UC) are filed by an exclusive collective bargaining representative or an employer seeking to clarify or amend an existing bargaining unit through the addition or deletion of a position without an Election.
- Petitions to Amend Certification (AC) are filed by an exclusive collective bargaining representative seeking to amend its certification whenever there is a change in its name or structure.

- Declaration of Disinterest Petitions (DD) are filed by an exclusive collective bargaining representative to declare its disinterest in further representation of that bargaining unit.

Upon receipt of a representation petition, each Board provides the employer with a notice to be posted for the benefit of affected employees. An investigation is initiated that includes determining the adequacy of the showing of interest based on employee authorization cards or petitions as well as the appropriateness of the proposed bargaining unit.

Employees or competing labor organizations within specified time limits may file intervention petitions.

Petitions are dismissed by the Executive Director when they have been untimely filed, when the bargaining unit is clearly inappropriate, when the showing of interest is not adequate, when the employer and/or employees are not covered by the Act, or when there is no reasonable cause to believe a question of representation exists.

Following the filing of an Election petition, a stipulation for consent Election -- to be signed by the petitioner, the employer, the labor organization seeking to represent the employees, and any timely intervener -- shall be filed with the Board. If the Board determines that the stipulation is consistent with the Act and its Rules, it directs the holding of a consent Election.

If the investigation of the petition discloses the existence of a question concerning representation, but the parties cannot stipulate to a consent Election, the matter is set for hearing before an administrative law judge. Unlike unfair labor practice hearings, representation hearings are non-adversarial in nature.

Parties may file appeals from the Executive Director's dismissals and exceptions to administrative law judge's recommended dispositions. As in unfair labor practice cases, appeals and exceptions are filed with the General Counsel and thereafter reviewed and ruled upon by the Board. If the Board determines that a question concerning representation exists, it directs the Executive Director to conduct an Election.

After an Election is conducted, any party may file objections with the Board alleging that the result was not fairly and freely chosen by a majority of the employees. If, after investigation and hearing, it is determined that the objections are valid, a new Election is conducted. If no objections are filed or if the Board determines after investigation or hearing that filed objections are not well-founded, the Board either certifies the collective bargaining representative that received a majority of the votes cast or, if no representative is chosen, certifies the Election results. Subsequent Elections cannot be conducted in the bargaining unit for one year following an Election that results in a Board certification.

Following the filing of a Majority Interest Petition, the petition is investigated to ensure that the labor organization has provided evidence that a non-coerced majority of the employees in the appropriate unit want to be represented for the purposes of collective bargaining. If the employer objects to the petition because it believes that specific positions are not eligible to be represented in a bargaining unit because the positions are either confidential or managerial employees or supervisors, the Board will nevertheless certify the labor organization if the number of contested positions are not sufficient to affect the labor organization's evidence of majority support. The disputed positions inclusion in the bargaining unit will be resolved by utilizing the Board's unit clarification procedures. If a Majority Interest petition seeks to represent a bargaining unit that combines both professional and nonprofessional employees, the Board will first conduct an Election to determine whether both the professional and nonprofessional employees want to be represented in such a combined unit. If both the

professional and nonprofessional employees do not vote to be represented in a combined unit, the Board will certify separate professional and nonprofessional units if the labor organization has demonstrated majority support for the separate units. If a party or individual provides evidence demonstrating a material issue of fact or law that the labor organization's majority support was obtained by fraud or through coercion, the Board will conduct a hearing to determine whether there is a clear and convincing evidence of fraud or coercion, the Board will conduct an Election to determine majority support for the labor organization in the appropriate unit. If the Board finds that there is not clear and convincing evidence of fraud or coercion, the Board will certify the unit based on the labor organization's evidence of majority support.

B. Unfair Labor Practice Charges

Section 10 of the Act prohibits employers and labor organizations from engaging in certain enumerated unfair labor practices. An employer, a labor organization, or an employee may file an unfair labor practice charge with the Board. There are two types of unfair labor practice charges:

- Charge Against Employer (CA) alleges that an employer has violated one of the provisions under Section 10(a) of the Act;
- Charge Against Labor Organization (CB) alleges that a labor organization has violated one of the provisions under Section 10(b) of the Act.

Upon receipt of a charge, the case is assigned to an investigator. If the investigation reveals that there is no basis to sustain the charge, the Executive Director dismisses the charge. If, on the other hand, the investigation reveals the existence of a dispositive question of law or fact, the Executive Director issues a complaint and the case is set for hearing before an administrative law judge. Unlike the National Labor Relations Board, once a complaint is issued, the Board does not perform the prosecutorial function. Instead, prosecution of unfair labor practice cases is undertaken by the charging parties or their representatives. Because it does not prosecute, the Board's "issue of law or fact" standard for issuance of a complaint is less strenuous than the reasonable cause standard used by the National Labor Relations Board.

At unfair labor practice charge hearings, charging parties and respondents produce and examine witnesses, adduce evidence in support of their positions, and, typically, file written briefs. Thereafter, after considering the hearing's record and briefs, the administrative law judge issues a "recommended decision and order".

Parties may file appeals from the Executive Director's dismissals and exceptions to administrative law judge's recommended dispositions. Appeals and exceptions are filed with the General Counsel and thereafter reviewed and ruled upon by the Board. Parties aggrieved by Board decisions and orders can obtain judicial review in the Illinois Appellate Court. Enforcement of Board orders is also obtainable in the Illinois Appellate Court.

C. Mediation/Arbitration Cases

Upon request, the Board provides mediation/arbitration (MA) services to parties who have reached an impasse in collective bargaining. A roster of mediators and arbitrators is maintained from which panels are provided to parties requesting such services. The Act prohibits protective services employees (security employees, peace officers, firefighters) from striking. Disputes over their negotiations are subject to mandatory mediation and interest arbitration. Units of non-protective services employees utilize mediation in the event of impasse, and can only use

interest arbitration on agreement of the parties. Other services, such as fact-finding, grievance arbitration, and grievance mediation are provided at the request of one or both parties.

D. Strike Investigations

If a unit of non-protective services employees engages in a strike that the employer believes presents "a clear and present danger to the health and safety of the public," the employer may petition the Board for a strike investigation (SI). The Board has 72 hours to determine whether such a clear and present danger exists. The employer may then take the Board's findings to Circuit Court to seek to enjoin the work stoppage in a manner that would eliminate the danger. When employees have been enjoined from striking pursuant to this procedure, interest arbitration is used to resolve the issues in dispute.

E. Declaratory Rulings

Employers and labor organizations may also request that the Board's General Counsel issue a declaratory ruling (DR) stating whether the Act requires bargaining over a particular subject or subjects. Such requests must be made jointly, unless it involves a protective services employee unit where a request for interest arbitration has been made.

F. Police Decertification Cases

Amendments to Section 6.1 of the Illinois Police Training Act through Public Act 93-0655 instituted a process for the decertification of a police officer when it has been proven that, while under oath, he or she has knowingly and willfully made false statements as to a material fact going to an element of the offense of murder. There are two instances where the ILRB State Panel may be required to conduct hearings involving alleged police perjury. In the first scenario, the Illinois Law Enforcement Training Standards Board (ILETSB) investigates verified complaints of police perjury in cases where there has been an acquittal. Following an investigation, ILETSB will forward a report to the Executive Director of the ILRB who will review the evidence to determine whether the evidence is sufficient to warrant a hearing before an administrative law judge of the ILRB. In these cases, the Executive Director may either dismiss the complaint that is not appealable, or order a hearing. In the second scenario where there has been a finding of guilt on the offense of murder, if a new trial is granted on direct appeal, or a state post-conviction evidentiary hearing is ordered, based on a claim of police perjury that goes to an element of the offense of murder, a request for hearing is filed directly with the ILRB without an investigation by ILETSB. If any of these cases proceed to hearing an administrative law judge will make a recommendation to the ILRB State Panel as to whether certain police officers have committed perjury in homicide proceedings such that they should be decertified. The Administrative Law Judge's decision may be appealed to the Board and the Board decision may be further appealed to court.

II - RULE MAKING

The Labor Relations Board is authorized to promulgate rules and regulations governing its activity. ILCS, ch. 48, pars.1605 (i), (j) and (k). It takes a vote of four of the seven Board members to enact or amend rules.

The Board has adopted regulations governing its internal structures (2 Ill. Adm. Code 2500), implementation of the Illinois Freedom of Information Act (2 Ill. Adm. Code 2501), general provisions applicable to all Board proceedings (80 Ill. Adm. Code 1200), procedures in representation cases (80 Ill. Adm. Code 1210), procedures in unfair labor practice cases (80 Ill. Adm. Code 1220), and procedures for resolving collective bargaining impasses (80 Ill. Adm.

Code 1230). The latter four sets of rules governing Board proceedings are available from the Board in a handy pamphlet form.

In fiscal year 1989, the Board adopted revisions to the Rules and Regulations that updated and clarified many of the procedural provisions.

During fiscal year 1990, the Board adopted further revisions to the Rules and Regulations to conform to revised statutory impasse procedures; increase compensation for appointed counsel to indigent parties; and to modify the procedures for the issuance of subpoenas and the filing of voluntary recognition petitions.

Updates and additions to Board rules were adopted during both FY2003 and 2004 to reflect the many statutory and regulatory changes that had occurred since the 1990 revisions.

III - REFERRALS TO OTHER AGENCIES

The Board spends a considerable amount of time talking to members of the general public who either call or walk into the Board's office seeking information regarding their work-related problems. When, as often happens, a Board agent determines that the Board has no jurisdiction to remedy the problem presented by the person, the agent directs the person to the appropriate governmental agency.

IV - LAW LIBRARY/CONTRACT REPOSITORY

Specialized public sector labor relations law libraries are maintained in the Board's Chicago and Springfield offices. The libraries, which are open to the public, contain the Illinois Public Employee Reporter as well as the official decisions from many other states, which have public employee labor relations boards.

The Board also serves as the repository of public sector collective bargaining agreements for employees under the Board's jurisdiction.

SELECTED CASE SUMMARIES

I. Jurisdiction

The Board reiterated in Urszula T. Panikowski/PACE Northwest Division, 25 PERI ¶188 (IL LRB-SP 2009) (Case No. S-CA-05-217), appeal pending, No. 1-09-2582 (Ill. App. Ct., 1st Dist.)(argued Oct. 13, 2010), that although it is limited to remedying unfair labor practices to those occurring within six months of the charge, a charging party may properly use events outside the limitations period, set forth in Section 11(a) of the Illinois Public Labor Relations Act, 5 ILCS 315 (2008), to show the true nature of the event timely pled. However, the Board noted that a charging party cannot prove the timely pled event simply by proving that the occurrences outside the six-month limitations period were in fact a series of unremedied unfair labor practices, citing the distinction made by the United States Supreme Court in Bryan Manufacturing Co., 362 U.S. 411, 416-17 (1960). The Board issued a similar ruling in Kelvin Brown and Amalgamated Transit Union, Local 241, 26 PERI ¶57 (IL LRB-LP May 28, 2010) (Case No. L-CB-09-020).

In City of Pekin and Illinois Fraternal Order of Police, Labor Council, 25 PERI ¶176 (IL LRB-SP 2009) (Case No. S-CB-08-006), the Board upheld the Executive Director's dismissal of an employer's charge against the union. The Employer's charge alleged that the Union violated Section 10(b) (4) and (1) of the Act by attempting to relitigate a grievance that had previously been denied. The Union filed a grievance in 2005 based on the Employer's denial of a bargaining unit employee's request for tuition reimbursement. The arbitrator found that the grievance was untimely because the Union had not filed a written request for arbitration within 30 days of the denial of the grievance as provided by the collective bargaining agreement. Two years later the Union again filed a grievance on behalf of the same employee after the employee sought tuition reimbursement for additional coursework and was denied. After the City denied the grievance, the Union filed a request for arbitration. The City then requested a Stay of the Arbitration and filed this unfair labor practice charge. The Executive Director determined that the charge was untimely filed and dismissed it.

In City of North Chicago and North Chicago Fire Fighters Association, IAFF Local 3271, 25 PERI ¶162 (IL LRB-SP 2009)(Case No. S-UC-08-013), the Board upheld the dismissal of a UC Petition. The Board had previously certified a unit in Case No. S-RC-90-061. At issue in this

case was whether a newly created title, Fire Prevention Officer, was part of the existing unit. The ALJ found that the position at issue was created in 2005 and, given the lapse in time, the UC petition filed by the employer to remove the title from the unit was untimely and any subsequent petition filed by the Union to include the title in the unit would also be untimely. The Board noted that it would be "more accurate to say that no determination as to whether the title itself is in or out of the unit was ever made." In so finding, the Board noted that at no time had the Union petitioned for the title to be included in the Unit and, the work of the title at issue does not involve bargaining unit work such that there was no obstacle to a non-bargaining unit employee holding the position.

In Debra Braxton and State of Illinois (Case No. S-CA-09-220) and Debra Braxton and SEIU Local 880 (Case No. S-CB-09-036), 25 PERI ¶173 (IL LRB-SP 2009), the charging party filed an unfair labor practice charge against the employer and the union alleging that the fair share provision in the collective bargaining agreement violated the Act. The Executive Director dismissed the charges and the Board upheld the dismissals. The Union represented a unit composed of Child and Day Care Home Providers and the charging party is a member of that unit. Approximately two years prior to filing these charges, she had filed virtually identical charges alleging the same violation. Those charges were dismissed as insufficient to raise an issue of law or fact on which to conduct a hearing. In the instant case, charging party was unable to identify new evidence to support the filings and only supported the charges with the argument that she and others no longer want to be represented by the Union.

After initially remanding the Executive Director's direction of an election in Chicago Joint Board, Local 200, Retail, Wholesale, Department Store Union and County of Cook, 25 PERI ¶55 (IL LRB-LP 2009) (Case No. L-RC-09-012), because of the potential implications of the dissolution of the County's Bureau of Health Services and the creation of the Cook County Health and Hospitals System (System), in Chicago Joint Board, Local 200, Retail, Wholesale, Department Store Union and County of Cook, 26 PERI ¶1 (IL LRB-LP 2010)(Case No. L-RC-09-012), the Local Panel upheld the Executive Director's direction of an election. The Board rejected the argument of the County and the System that the petition was invalid because they were joint employers and the petition named only the County. The Board found that the purported joint employers failed to demonstrate that the System exerts significant control over the terms and conditions of the employees' terms and conditions of employment, and also that

there was no evidence the System has a sufficient level of independent authority to be considered a separate and joint employer with the County. The Board declined to consider the County's argument that the petitioned-for employees should be excluded as confidential employees or supervisors, noting that in its earlier decision it had found the County had failed to take advantage of its opportunity to support its contentions, and that it had remanded the matter expressly for the purpose of determining the proper employer. Member Anderson dissented.

II. Representation issues

A. Showing of interest

In Metropolitan Alliance of Police, Barrington Hills Police Chapter 576, and Village of Barrington Hills (Police Department), 26 PERI ¶59 (IL LRB-SP 2010) (Case No. S-RC-10-049), an employer sought to have the sufficiency of the showing of interest accompanying a majority interest petition reconsidered on the basis that cards had been obtained through coercion or fraud. Following Board precedent from unfair labor practice cases involving coercion, the Executive Director applied an objective standard to determine whether, from the standpoint of an employee, the challenged conduct would reasonably have a coercive effect. Considering the evidence, he found no conduct that would *reasonably* coerce an officer to sign a card. The Board agreed that the objective standard was appropriate, and that it had been applied properly in this case.

B. Unit determination/appropriateness

In City of Chicago v. Ill. Labor Relations Bd., 396 Ill. App. 3d 61, 918 N.E.2d 1103 (1st Dist. 2009), the court affirmed the Board's certification of a bargaining unit containing only two of the City's eight nursing titles. The court noted that the Board has recently reconsidered its preference for large, functionally based units in cases like Int'l Bhd. of Teamsters, 23 PERI ¶ 172 (IL LRB-LP 2007), and that the Illinois Appellate Court has approved of that move in State of Illinois v. Ill. Labor Relations Bd., 388 Ill. App. 3d 319, 902 N.E.2d 1122 (4th Dist. 2009), there noting that the Board's prior practice of applying a presumption of inappropriateness to smaller units was difficult to square with the language in Section 9(b) of the Act which states that "fragmentation shall not be the sole or predominant factor used by the Board in determining an appropriate unit." The court here found the record contained sufficient evidence in support of the appropriateness of the proposed unit.

In AFSCME, Council 31 and City of East Moline, 25 PERI ¶175 (IL LRB-SP 2009) (Case No. S-CA-08-188), the Board upheld the Executive Director's dismissal of a union's unfair labor practice charge alleging an employer violated Section 10(a)(4) of the Act by refusing to implement a grievance award that required it to place three newly created job titles in an historical bargaining unit. The Executive Director dismissed the charge because he found that, under Section 9(b) of the Act, only the Board can determine an appropriate bargaining unit, and the grievance procedure was an inappropriate means of determining the appropriateness of the unit. The Executive Director noted the union could file a representation petition to include the new titles.

C. Section 3(c) confidential employees

In AFSCME, Council 31 and State of Illinois (Dep't of Cent. Mgmt. Serv.)(Case No. S-RC-07-048) and ISEA and Laborers' Int'l Union, Local 2002 and SEIU, Local 73 and State of Illinois (Dep't of Cent. Mgmt. Serv.)(Case No. S-RC-08-074), 25 PERI ¶161 (IL LRB-SP 2009), appeal pending, No. 4-09-0966 (Ill. App. Ct., 4th Dist.), AFSCME filed a majority interest petition seeking to include approximately 530 employees in the Public Service Administrator, Option 2, job title in an already existing bargaining unit. ISEA/SEIU filed a petition for an election to represent the same employees in a stand-alone bargaining unit. The Employer sought to exclude approximately 150 of the petitioned-for employees as supervisory, confidential and/or managerial employees, and maintained that it was entitled to a hearing on each of the exclusions it raised. In upholding the ALJ's Intermediate Order, the Board stated that, where an employer has not put forth facts that, even if proven, would entitle it to prevail, the Board need not convene a hearing. Regarding the managerial issue, the Board rejected the Employer's position that the importance of the employees' work rendered them managerial employees under the Act. The Board stated that the record did not show that an employee alleged to be managerial established policy and procedures, but rather that the employee created materials to explain policies and procedures established by others. With respect to the confidential issue, the Board found that the Employer did not meet the labor-nexus test because the persons that the PSA Option 2's at issue assisted were not primarily responsible for labor relations matters. The Board also held that the Employer failed to satisfy the authorized access test, explaining that, in a PSA Option 2's costing out of bargaining unit proposals, access to statistical information upon which an employer's labor relations policy was based was insufficient to confer confidential

status. Addressing the supervisory issue, the Board held that the PSA Option 2's oversight authority was not supervisory within the meaning of the Act because it did not affect their subordinates' terms and conditions of employment. In particular, the Board found many instances where the disputed employees evaluated their subordinates, but no evidence that those evaluations had an impact on their terms and conditions of employment. Chairman Zimmerman issued an opinion dissenting in part. She disagreed with the Board's determination that certain employees were not supervisors because their employment actions were taken in consultation with, or reviewed by, higher management officials. Chairman Zimmerman also felt that a hearing was warranted for other employees at issue. Finally, she would have found that one of the petitioned-for employees at issue had sufficient access to collective bargaining proposals prior to the time they were presented to the union to render the employee confidential under the Act.

In AFSCME, Council 31, and State of Illinois, Dep't of Cent. Mgmt. Serv., 26 PERI ¶34 (IL LRB-SP 2010) (Case No. S-UC-08-460), the Board largely affirmed an ALJ's finding that certain employees in the title Executive Secretary III were not confidential employees within the meaning of the Act. The Board rejected the employer's contention that performance of confidential duties on a "sporadic" basis meets the statutory standard. It also clarified that the opinions of the employees' supervisors that their inclusion in the unit would not cause a conflict of interests could constitute evidence that they were not supervisors, but could not serve as a "shortcut" to reach that conclusion.

In American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Department of Central Management Services, 25 PERI ¶139 (IL LRB-SP) (Case Nos. S-UC-08-210), the Employer opposed the inclusion of seven positions in the Human Resources Representative title to Petitioner's existing RC-62 bargaining unit of State personnel, arguing that the disputed positions were "confidential" within the meaning of Section 3(c) of the Act. Relying on the court's decision in Chief Judge of the Circuit Court of Cook County v. American Federation of State, County and Municipal Employees, AFL-CIO, 153 Ill 2d 508, 607 N.E.2d 182, 9 PERI ¶4004 (1992), the Board determined that the disputed employees failed the labor nexus test, as none of them, in the regular course of their duties, acted in a confidential capacity to a person who formulated, determined, and effectuated management policies with regard to labor relations, finding no evidence that the person being assisted by the allegedly confidential

employees had primary responsibility for labor relations matters, made recommendations with respect to collective bargaining policy and strategy, drafted management proposals and counterproposals, evaluated union proposals, or participated in collective bargaining negotiations. As to the authorized access test, although the disputed employees had access to some confidential personnel information, such as employee social security numbers, there was no evidence that in the regular course of their duties, that they had authorized access to confidential information concerning anticipated changes which may result from collective bargaining negotiations, and accordingly, the Board upheld the ALJ's determination.

See also AFSCME, Council 31 and State of Illinois, CMS and Illinois State Employees Association, Laborers' International Union, Local 2002 and SEIU, Local 73, 25 PERI ¶184 (IL LRB-SP 2009) (Case No. S-RC-08-036), in Part V (A) below.

D. Section 3(j) managerial employees

In AFSCME, Council 31/State of Illinois, Dep't of Cent. Mgmt. Serv., 25 PERI ¶168 (IL LRB-SP 2009) (Case No. S-RC-07-174), appeal pending, No. 4-09-0438 (Ill. App. Ct., 4th Dist.)(argued April 28, 2010), AFSCME sought, pursuant to a showing of majority interest, to represent in its existing RC-63 bargaining unit, approximately 16 persons in the job title or classification of Senior Public Service Administrator, Option 8P (hereinafter referred to as "pharmacy directors"), employed by the State of Illinois in its Department of Human Services. The Employer opposed the petition on several grounds, one of which was the employees sought were statutorily excluded from bargaining as managerial employees under Section 3(j) of the Act. The ALJ found that the Employer failed to establish that any of the petitioned-for pharmacy directors were managerial employees within the meaning of Section 3(j), concluding that none of them met either part of the managerial test. Agreeing with the ALJ's determination, the Board noted that in support of its position, the Employer reviewed and cataloged the significant responsibilities it entrusts to the pharmacy directors, yet nowhere in the record was there evidence that the disputed employees possessed and exercised a level of authority and independent judgment sufficient to broadly effect the organization's purposes or its means of effectuating these purposes. Nor, the Board found, was the other half of the managerial test met, as there was no evidence that the disputed employees direct the effectuation of management policy in that they oversee or coordinate policy implementation by developing the means and methods of reaching policy objectives, and by determining the extent to which the

objectives will be achieved. The Board noted that as it has long held (and the courts have agreed) that, with regard to the first part of the test, executive functions require more than simply the exercise of professional discretion and technical expertise, and where the employee's role in establishing policy is merely advisory and subordinate, the employee is not managerial. Likewise, the Board pointed out, as it has in the past (with the approval of the courts), that to meet the second part of the test an employee must be empowered with a substantial measure of discretion to determine how policies will be effected.

In AFSCME, Council 31, and State of Illinois, Dep't of Cent. Mgmt. Serv. (Illinois Commerce Commission), 26 PERI ¶40 (IL LRB-SP 2010) (Case No. S-RC-10-046) the Board rejected an employers' contention that employees in the title of Administrative Law Judge V employed at the Illinois Commerce Commission were managerial employees under either the "traditional" test or as a matter of law, noting that under ICC rules the ALJ-Vs issue only recommended decisions.

See also AFSCME, Council 31 and State of Illinois (Dep't of Cent. Mgmt. Serv.)(Case No. S-RC-07-048); ISEA and Laborers' Int'l Union, Local 2002 and SEIU, Local 73 and State of Illinois (Dep't of Cent. Mgmt. Serv.)(Case No. S-RC-08-074), 25 PERI ¶161 (IL LRB-SP 2009), and AFSCME, Council 31 and State of Illinois, CMS and Illinois State Employees Association, Laborers' International Union, Local 2002 and SEIU, Local 73, 25 PERI ¶184 (IL LRB-SP 2009)(Case No. S-RC-08-036), discussed in Part V (A) below.

E. Section 3(k) peace officer

In County of DuPage v. Ill. Labor Relations Bd., 395 Ill. App. 3d 49, 916 N.E.2d 566 (2d Dist. 2009), the court approved the Board's finding that corrections officers in the DuPage County Sheriff's Office were not peace officers. The court agreed with the Board that "the proper focus in determining peace officer status is upon the individuals' primary responsibilities and the authority actually exercised in the regular course of their duties." The court further explained that the required inquiry was "whether the actual duties performed by the corrections deputies...were police duties, instead of focusing upon hypothetical powers with which the deputies were endowed as a result of being sworn deputy sheriffs."

In Illinois Council of Police/City of Chicago, 25 PERI ¶77 (IL LRB-LP 2009) (Case No. L-RC-07-032), appeal pending, No. 1-09-1859 (Ill. App. Ct., 1st Dist.), the Board upheld the ALJ's determination that an individual whose arrest powers are circumscribed as to time and place,

such as the petitioned-for employees, is properly considered as either a part-time or "special" police officer and expressly excluded from the meaning of the term "peace officer" under Section 3(k) of the Act.

F. Section 3(r) supervisory employees

In Village of Maryville v. Ill. Labor Relations Bd., 402 Ill. App. 3d 369, 932 N.E.2d 558 (5th Dist. 2010), rev'g Illinois Fraternal Order of Police Labor Council/Village of Maryville, 24 PERI ¶113 (IL LRB-SP 2008), pet. for leave to appeal pending, No. 110830 (Ill.) (Case No. S-UC-06-064), a two-member majority of the court reversed the Board's determination that two sergeants were not supervisors and ordered the Board to deny a unit clarification petition filed to add them to an existing unit of subordinate officers. The Board had found the Village failed to provide evidence of specific instances where the sergeants disciplined, directed, or adjusted grievances in a manner that effected the terms and conditions of their subordinates' employment, but the court found this improperly assigned dispositive weight to the number of times the sergeants had exercised their supervisory authority. The court found the sergeants could deny requests for leave, and also had written authority via a policies and procedures manual to issue oral and written reprimands, conduct oral and written performance evaluations, and memorialize counseling sessions which are placed in personnel files which, axiomatically, have the potential to be used in future discipline. Justice Spomer issued the opinion in which Justice Stewart joined. Justice Chapman dissented, stating that precedent establishes that a written ability to perform indicia of supervisory status is insufficient and that there needs to be actual examples of the exercise of supervisory authority. She further noted that ability to review requests for time off and vacation has been deemed a routine, clerical function that does not mandate the use of independent judgment. And she stated that performance evaluations that do not have any bearing on an officer's pay or employment status fails to establish supervisory direction. While the majority did not discuss Village of Hazel Crest v. Ill. Labor Relations Bd., 385 Ill. App. 3d 109, 895 N.E.2d 1082 (1st Dist. 2008), the sole case relied upon by the Village, Justice Chapman distinguished it on the basis that the employer there did have documented evidence that the disputed employees had actually recommended discipline on two occasions and that, following independent review, one of those recommendations had been accepted.

In Town of Cicero v. Ill. Labor Relations Bd., No. 1-08-3036, 25 PERI ¶150 (Ill. App. Ct., 1st Dist., Oct. 5, 2009), rev'g Metropolitan Alliance of Police, Chapter No. 441/Town of Cicero,

24 PERI ¶1111 (IL LRB-SP 2008)(Case No. S-RC-06-015), the court reversed the Board's finding that police lieutenants were not supervisors, albeit in an unpublished, and therefore non-precedential order. Relying on Village of Hazel Crest v. Ill. Labor Relations Bd., 385 Ill. App. 3d 109, 895 N.E.2d 1082 (1st Dist. 2008), (which the court noted was decided after the ALJ issued his recommended decision and order), the court concluded that "[t]he ALJ here has made the same error of law when he looked to whether the recommendations [for discipline] from the lieutenants were 'effective' to assess whether independent judgment was exercised rather than looking to the authority the [department's] general order places in a lieutenant in deciding which disciplinary action he recommends be taken."

In Village of Western Springs v. Illinois Labor Relations Board, No. 1-08-1059, 25 PERI ¶147 (Ill. App. Ct., 1st Dist., Sept. 30, 2009), aff'g Metropolitan Alliance of Police, Chapter No. 456/Village of Western Springs, 24 PERI ¶24 (IL LRB-SP 2008)(Case No. S-RC-06-081), decided five days before Town of Cicero and concerning similar facts concerning police sergeants, the court applied Village of Hazel Crest but found "the fact that the superior officers have the authority to ignore or overrule the recommendations of the sergeants means that those recommendations are not effective recommendations because they do not have to be adopted as a matter of course with little, if any, review by superiors."

In AFSCME, Council 31/State of Illinois, Department of Central Management Services, 25 PERI ¶68 (IL LRB-SP 2009)(Case No. S-RC-07-174), appeal pending, No. 4-09-0438 (Ill. App. Ct., 4th Dist.)(argued April 28, 2010), the Employer contended the petitioned-for employees' authority to place subordinates on "proof status"—forcing them to bring in doctors' notes when they use sick time—supported its position that they possessed the authority to discipline their subordinates within the meaning of the Act, with the requisite independent judgment. The Board disagreed, finding that with regard to putting employees on proof status, the record demonstrated that the petitioned-for employees, in so doing, did not have to choose between two or more significant courses of action, in other words, putting employees on proof status did not require the use of independent judgment, as they did nothing more than place employees on proof status if they had more absences within a given time period than the Employer had set as an upper limit.

In Illinois Fraternal Order of Police Labor Council/City of Sandwich, 25 PERI ¶91 (IL LRB-SP 2009) (Case No. S-RC-09-061), appeal pending, Nos. 2-09-0800 & 2-09-0985 (Ill. App.

Ct., 2nd Dist.) citing among other cases, the decisions in Illinois Department of Central Management Services (State Police) v. Illinois Labor Relations Board, 382 Ill. App. 3d 208, 888 N.E.2d 562 (4th Dist. 2008); and Metropolitan Alliance of Police v. Illinois Labor Relations Board, 362 Ill. App. 3d 469, 839 N.E.2d 1073 (2d Dist. 2005), the Board found that the memorandums or reports submitted by the petitioned-for sergeants to the chief, detailing instances of serious misconduct, as a practical matter, could not have been adopted as a matter of course, as they did not even contain recommendations. Moreover, the Board noted that, to the extent the sergeants decided to include disciplinary recommendations in such reports, the evidence indicated that such recommendations were not effective, as the chief independently investigated the facts reported therein.

In Village of Broadview v. Ill. Labor Relations Bd., 402 Ill. App. 3d 503 (1st Dist. 2010), aff'g Illinois Council of Police/Village of Broadview, 25 PERI ¶63 (IL LRB-SP 2009) (Case No. S-RC-06-177), the court rejected the Board's determination at the first step of the test for supervisory status that police sergeants' duties were not substantially different than that of their subordinates. The court believed the Board had given dispositive weight to the amount of time sergeants patrolled, and state that the appropriate test is qualitative, rather than quantitative. However, the court affirmed the Board's alternative finding at the second step that the police sergeants did not perform any of the statutory indicia of supervisory authority. The Employer had relied primarily on generalized testimony of its chief to establish the sergeant's job functions rather than providing specific examples of their alleged supervisory authority, and in the administrative decision reviewed by the court the Board reiterated that "[i]n representation hearings, a position's incumbents obviously provide the best evidence of that position's duties, for it is these employees who actually perform the tasks at issue. In other words, the testimony of a challenged position's incumbent may well provide a more comprehensive description of his or her actual day-to-day duties than that of his or her superior. While a superior should be familiar with his subordinates' duties, as well as what he expects of them, testimony of the position's incumbents can be generally more instructive as to the particular means and methods by which those duties are accomplished on a daily basis. This is especially true where the testimony does not come from the position's immediate superior, but from someone several steps removed from actually performing those duties on a day-to-day basis."

In Village of Oak Brook, 26 PERI ¶7 (IL LRB SP 2010)(Case No. S-RC-09-057), appeal pending, No. 2-10-0168 (Ill. App. Ct., 2d Dist.), the Board upheld the ALJ's determination that police sergeants were not supervisory because they did not exercise any supervisory authority with the requisite independent judgment in matters of adjusting grievances, reward, promote, discipline, and direction.

In Illinois Fraternal Order of Police Labor Council and Village of Willowbrook, 26 PERI ¶36 (IL LRB-SP 2010)(Case No. S-RC-10-027), the Board rejected the ALJ's recommendation to direct certification of a collective bargaining unit of sworn police officers in the rank of commander and sergeant and remanded the case for an evidentiary hearing after finding that evidence submitted by the employer was sufficient to raise a question of law and fact concerning potential supervisory status. Although the ALJ had determined that the sergeants' authority to complete evaluations were "blended" with the input of others, and therefore did not require the use of independent judgment in rewarding subordinates, the Board held that the sergeants' evaluations, which counted for 70% of the final score, combined with the employer's asserted nature of subsequent roundtable discussions for the final evaluation, raised an issue of fact warranting a hearing. The ALJ also found that sergeants counsel subordinates at the request of their superiors, but the Board found an issue warranting a hearing in that the evidence submitted by the employer indicated that there were instances when the sergeants undertook counseling on their own initiative. Finally, the Board found that the ALJ's determination that sergeants do not direct their subordinates was based in part on her erroneous determination that they lack the authority to discipline with independent authority.

In AFSCME, Council 31 and State of Illinois, Dep't of Cent. Mgmt. Serv., 26 PERI ¶39 (IL LRB-SP 2010)(Case No. S-RC-08-048), the Board affirmed an ALJ's finding that employees with the title Activity Therapist Supervisor were not supervisors within the meaning of the Act. Relying on Village of Elk Grove Village v. Illinois State Labor Relations Board, 245 Ill. App. 3d 109, 117-21 (2d Dist. 1993), the Board agreed that the ability to complete performance evaluations that have no role in determining pay or employment status does not constitute evidence of supervisory direction.

In AFSCME, Council 31 and State of Illinois, Dep't of Cent. Mgmt. Serv., 26 PERI ¶58, (IL LRB-SP 2010)(Case No. S-RC-09-196), the Board affirmed the ALJ's finding that there were no issues of fact or law warranting a hearing on whether employees in the title of Nuclear Safety

Administrator I were supervisors or managers where, in support of its objections to their inclusion in the unit, the employer had submitted a very brief letter repeating the statutory standards and affidavits from the employees' supervisors that did not "paint a picture of day-to-day duties," as the employer suggested, but merely used terminology from the statute while providing nearly no useful information concerning actual tasks performed by the affiant's subordinates. The Board found that documents attached to the affidavits did not on their face provide any better explanation (and in some respects contradicted the employer's assertions) and, most significantly the employer made no attempt to demonstrate how they could.

In Palatine Fire Fighters, International Association of Fire fighters, Local 4588/Village of Palatine, 25 PERI ¶1114 (IL LRB-SP 2009) (Case No. S-UC-08-007), the Employer opposed the inclusion of the four firefighters in the rank of Captain, arguing that the disputed positions were excluded pursuant to the second paragraph of Section 3(r), which provides in pertinent part as follows:

Further, in new firefighter units, employees shall consist of fire fighters of the rank of company officer and below. If a company officer otherwise qualifies as a supervisor under the preceding paragraph, however, he or she shall not be included in the firefighter unit. If there is no rank between that of chief and the highest company officer, the employer may designate a position on each shift as a Shift Commander, and the persons occupying those positions shall be supervisors. All other ranks above that of company officer shall be supervisors [Emphasis added].

Specifically, the Employer argued that the four captains held a rank above the company officers, the lieutenants, and therefore, must be excluded from collective bargaining under the exclusion for statutory supervisors. The ALJ agreed and excluded them from collective bargaining, reasoning that of the two ranks, the firefighters in the rank of Lieutenant functioned as company officer far more often, nearly all of their time on duty, than did the firefighters in the rank of Captain. The Board disagreed, finding instead that the resolution of the issue turned on the captains' function in the workplace. Noting that the parties stipulated that the captains spend approximately half of their on-duty work time functioning as company officers, while the lieutenants spend nearly all of their time on duty so engaged, the Board concluded that if only one rank may be labeled "company officer", the ALJ's choice of Lieutenant was sound. Citing the language of Section 3(r), however, the Board found that company officers of more than one rank was clearly contemplated: "If there is no rank between that of chief and the highest company officer, the employer may designate a position on each shift as Shift Commander, and

the persons occupying those positions shall be supervisors.” The Board concluded since the petitioned-for captains spend approximately half of their on-duty work time functioning as company officers, no differently that the lieutenants, that they were “company officers” for purposes of the Act. However, the Board observed that the outcome would likely be different if the company officer function consumed on a minute portions of the captains’ workday.

In American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Department of Central Management Services, 25 PERI ¶140 (IL LRB-SP 2009) (Case No. S-RC-08-044), the Board upheld the ALJ’s determination that the Employer failed to provide any specific examples of oral reprimands that later led to more severe disciplinary action. In its exceptions, the Employer argued that various suspensions and letters of reprimand were based on earlier oral reprimands issued by the petitioned-for employees, as the oral reprimands occurred earlier in time. Citing to Village of Bolingbrook, 19 PERI ¶125 (IL LRB-SP 2003), the Board found the argument conclusory, and instead, explained that the Employer needed to prove that it relied on oral reprimands as a foundation for more severe discipline, rather than what the Employer demonstrated, that if an employee accumulated an unspecified number of oral reprimands for repeated misconduct, it was a signal to the Employer’s upper level management to take action. Citing Illinois Fraternal Order of Police Labor Council/Village of Hinsdale, 22 PERI ¶176 (IL LRB-SP 2006), the Board concluded that the record failed to indicate that the petitioned-for employees had the discretion or judgment to decide whether to issue such reprimands, nor was there evidence that such verbal warnings or reprimands serve as the underpinnings for future disciplinary action.

In Illinois State Employees Association, Laborers International Union, Local 2002 & Service Employees International Union, Local 73/American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Department of Central Management Services, 25 PERI ¶116 (IL LRB-SP 2009) (Case Nos. S-RC-08-152 and S-RC-09-002), the Employer’s exceptions to the ALJ’s supervisory findings focused on the discretion the petitioned-for employees used in their various oversight functions—for example, the Employer argued as follows:

[the petitioned-for] employees use discretion in training their staff (by individualizing their instruction to the perceived need of the educator) and monitoring and reviewing their staff’s performance and work product (by combining the set standards of the facility to the unique circumstances of

the subordinates' actual performance of duties, and making an individualized determination as to its sufficiency).

The Board, assuming the Employer's contention in this regard was true, found it irrelevant to the question of whether the petitioned-for employees' possessed significant discretionary authority to affect their subordinates' terms and conditions of employment.

Also see AFSCME, Council 31 and State of Illinois, CMS and Illinois State Employees Association, Laborers' International Union, Local 2002 and SEIU, Local 73, 25 PERI ¶184 (IL LRB-SP 2009)(Case No. S-RC-08-036), in Part V(A) below.

III. Employer unfair labor practices

A. Section 10(a)(1) restraint, interference and coercion

In Service Employees International Union, Local 73/Illinois State Toll Highway Authority, 25 PERI ¶76 (IL LRB-SP 2009)(Case No. S-CA-07-155), appeal pending, No. 2-09-0763 (Ill. App. Ct., 2d Dist.), the Board found an employer violated rights established under NLRB v. Weingarten, Inc., 420 U.S. 251 (1975), for one of two employees subjected to investigatory interviews. The Board relied on United States Postal Service v. NLRB, 969 F.2d 1064, 1071 (D.C. Cir. 1992), wherein the court noted "[t]he NLRB determined that the employee's Weingarten recognized right to the assistance of '[a] knowledgeable union representative,' sensibly means a representative familiar with the matter under investigation. Absent such familiarity, the representative will not be well-positioned to aid in a full and cogent presentation of the employee's view of the matter, bringing to light justifications, explanations, extenuating circumstances and other mitigating factors."). The Board found that Respondent failed to sufficiently apprise either of two employees as to the subject matter prior to commencing their interviews.

The Board noted the first employee had several days' notice of the investigatory interview, and upon learning what the interview was about during its course, he and his union representative were allowed to privately confer whenever they asked, and in fact, conferred frequently. The Board observed that eventually, the employee, aided by his representative, satisfactorily answered all of Respondent's questions, and escaped any discipline. Essentially, in the case of the first employee, the Board determined that Respondent avoided violating his Weingarten rights by allowing him and his representative, after the interview began, to confer privately whenever and as often as they wanted, thus allowing the representative to effectively

give the aid and protection contemplated by Weingarten. In contrast, the Board found the second employee had no advanced notice of her interview, and as a result, unlike the first employee, was unable to secure the services of any particular union representative ahead of time. Like the first employee, the second employee did not know the subject of the interview until she surmised what it was about from Respondent's questioning. However, soon after the interview began Respondent asked the second employee whether she wanted union representation. When she said she did, the Respondent obtained a Union-designated representative to assist her. The Board noted that neither the employee, nor the representative, made a request to confer at any time during the investigatory interview, but the Board found it was not Respondent's duty to offer that option; citing Pacific Telephone and Telegraph Co., 262 NLRB 1048 (1982), enf'd in pertinent part, 711 F.2d 134, 137 (9th Cir. 1983), the Board found a request was necessary. The employee admitted no wrongdoing during the interview, but Respondent nonetheless suspended her at its conclusion. The Board concluded that Respondent violated the second employee's Weingarten rights in that it failed to cure its failure to give prior notice of the subject matter of the interview as the representative had no opportunity to give the aid and protection intended under Weingarten. Although the Board found the failure to provide notice of the subject matter of the investigatory interview constituted an unfair labor practice, it rejected the union's contention that Respondent violated the Act by failing to provide the second employee with a knowledgeable representative. The Board noted it is the union's responsibility, not Respondent's, to provide experienced, knowledgeable union representatives. The Board determined the appropriate remedy for the violation, was a posting, as there was no evidence the second employee's discharge was due to retaliation for asserting her right to union representation, or "predominantly dependent" upon information obtained through the unlawful interview, as she apparently admitted no wrongdoing during it.

B. Section 10(a)(2) discrimination

In International Association of Fire Fighters, Local 2392/Village of Villa Park, 25 PERI ¶185 (IL LRB-SP 2009) (Case No. S-CA-07-231), the Board upheld the ALJ's dismissal of a complaint wherein he concluded that Charging Party proved the employee engaged in union activity, that the circumstances were such that it could be inferred that the chief had knowledge of that activity or support, and that Respondent's termination of the employee's employment constituted an adverse employment action against him, but found the 10(a)(2) claim failed

because there was no evidence of a causal connection between the employee's union activity and the adverse employment action he suffered.

C. Section 10(a)(4) refusal to bargain

In Metropolitan Alliance of Police, Chapter No. 261 and County of Cook and Sheriff of Cook County, 26 PERI ¶13 (IL LRB-SP 2010)(Case No. L-CA-08-015), the Board rejected part of the county employers' exceptions to an ALJ's recommended decision. It agreed with the ALJ's conclusion that the employer violated several IPLRA provisions by repudiating a tentative agreement on a successor contract. The ALJ noted that the parties executed documents setting forth their proposals. The Local Panel found that the evidence supported the ALJ's conclusion that the parties' objective conduct demonstrated that they had a "meeting of the minds" regarding the radio dispatcher's holiday pay provision. However, the Local Panel also granted the county employers' exception to the ALJ's recommended remedy. The Local Panel directed the county employers to properly and expeditiously present the parties' tentative agreement to the county board for ratification and implementation. It also issued cease and desist and make-whole orders.

In Int'l Assoc. of Fire Fighters, Local 95 and Village of Oak Park, 25 PERI 169 (IL LRB-SP 2009)(Case No. S-CA-07-085), the Board upheld the Administrative Law Judge's determination that the Employer did not violate the Act when it ceased paying a 15 percent longevity benefit to eligible bargaining unit members. The Board also found that the Employer did not violate its duty to bargain by obtaining a letter from state officials, which opined that the longevity benefit was inconsistent with the state's pension code. The Board stated that neither party to collective bargaining negotiations may change the status quo during the pendency of interest arbitration without the consent of the other under Sections 10(a)(4) and 14(1) of the Act. The Board agreed with the ALJ that the Employer maintained the status quo in following the express language of a reversion clause. Because the longevity benefit was found by the Illinois Department of Financial and Professional Regulation to be inconsistent with the state's pension code, the Employer reverted to the language in the previous agreement regarding longevity and sick sell back. The Board upheld the ALJ's determination that the Employer was not prohibited by the language of the parties' agreement or by the Act from seeking an opinion letter from the IDFPR without notifying the Union.

D. Section 10(a)(7) refusal to sign agreement

See Metropolitan Alliance of Police, Chapter No. 261 and County of Cook and Sheriff of Cook County, 26 PERI ¶13 (IL LRB-SP 2010) (Case No. L-CA-08-015), discussed in Part III(C) above.

IV. Union Unfair Labor Practices

In Michelle Gardner and Amalgamated Transit Union, Local 308, 26 PERI ¶33 (IL LRB-LP 2010) (Case No. L-CB-09-064), the Local Panel sustained the Executive Director's dismissal of an unfair labor practice charge brought against a union. The charging party alleged that her union violated Section 10(b)(1) of the Act by allowing her employer to transfer her to a different worksite. Because of a personal dispute, the employer had transferred both the charging party and her co-worker, and the union filed grievances on behalf of both. The Board found a lack of evidence that any adverse conduct the union took toward the charging party was intentional or motivated by illegal bias.

In Adam Gold, et al., Charging Parties and Service Employees International Union, Local 73, Respondent, 26 PERI ¶35 (2010)(Case No. L-CB-09-013), the Local Panel sustained the Executive Director's dismissal of an unfair labor practice charge filed by a group of public employees employed by the City of Chicago in its Department of Aviation as Security/Police Officers and represented by the Service Employees International Union. The group of employees alleged that SEIU violated the Act by intentional misconduct when it stated that Aviation Police Officers were not peace officers. The employees alleged that SEIU took this position to further its own interest rather than that of the members. SEIU maintained that it took this position because the Board has held that the Aviation Police Officers are not peace officers. The Executive Director dismissed the charge because SEIU's conduct was not intentional and because there was no evidence that SEIU took action because of, or in retaliation for the Charging Parties' past actions, or out of animosity. In upholding the dismissal, the Board indicated that SEIU had taken the stance it took deliberately, but could not conclude that SEIU's position regarding the Aviation Police Officers peace officer status was taken in retaliation or out of animosity.

SEIU separately requested sanctions against the labor organization Illinois Council of Police, or ICOP, for its alleged involvement in initiating the unfair labor practice charge which SEIU argued amounted to frivolous litigation. The Executive Director found that, while Charging Party's position was without merit, it could not be characterized as unreasonable, nor was there

any evidence that the Charging Party lacked good faith in pursuing its allegation. The Board agreed with the Executive Director's determinations, but also found that it could not issue sanctions against a non-party.

V. Procedural issues

A. Evidence

In AFSCME, Council 31 and State of Illinois, CMS and Illinois State Employees Association, Laborers' International Union, Local 2002 and SEIU, Local 73, 25 PERI ¶184 (IL LRB-SP 2009)(Case No. S-RC-08-036), appeal pending, No. 4-10-0149 (Ill. App. Ct., 4th Dist.), the Board upheld all but six of the determinations made by the ALJ regarding employer exceptions to the inclusion of 323 PSA Option 1 titled employees in the bargaining unit. The employer argued that the Act required the Board to provide it hearings on each of the disputed positions, however, the Board noted that it need not convene a hearing unless the employer has advanced facts, that if proven, would entitle the employer to prevail at a hearing. The Board also found that the employer's exceptions to the ALJ's rulings regarding the use of sworn affidavits was unfounded as the ALJ reviewed the affidavits and found them to be too vague, generalized or conclusory to support the Employer's assertion of exclusions provided for under the Act. Additionally, the employer excepted to the ALJs determination not to grant a protective order to certain documents and the ALJs refusal to consider certain evidence the employer asserted was protected by the attorney-client privilege. The Board did not find any merit in either of the two exceptions given that the ALJ reviewed the documents that allegedly needed to be protected and found that nothing was contained within them that needed such protection and, as to the information protected by attorney-client privilege, the ALJ could not simply rely on a statement that such information exists without the opportunity to review it. The employer also excepted to the ALJs finding that those employees who were exempt from the Illinois Personnel Code could be organized even though they were considered subject to hire and discharge at will. The Board found that the employer's argument was analogous to the contention that "Shakman exempt" employees should be excluded from the collective bargaining process. However, the ALJ found and the Board agreed, that if the legislature had intended those who are exempt from the Illinois Personnel Code to also be excluded from organizing under the Act, it would have specified so.

See Urszula T. Panikowski/PACE Northwest Division, 25 PERI ¶188 (IL LRB-SP 2009)(Case No. S-CA-05-217) in Part I.

B. Substitution of administrative law judges

In Welch, McGrew, and Widger/American Federation of State, County and Municipal Employees, Council 31, 25 PERI ¶73 (IL LRB-SP 2009)(Case No. S-CB-07-016), the Board held that substitution of ALJs is irrelevant where the decision turns on a failure of proof rather than credibility. It relied in part on North Shore Sanitary District v. Illinois State Labor Relations Board, 262 Ill. App. 3d 279, 634 N.E.2d 1243, 10 PERI ¶ 4005 (2d Dist. 1994) (wherein the court found that the requirements of due process are met when a substitute hearing officer bases his/her decision not only on the evidence presented before him/her, but also on the evidence contained in the record before a prior hearing officer; the fact that a different hearing officer made the ultimate recommended decision is inconsequential).

C. Credibility determinations

In Urszula T. Panikowski/PACE Northwest Division, 25 PERI ¶188 (IL LRB-SP 2009) (Case No. S-CA-05-217), appeal pending, No. 1-09-2582 (Ill. App. Ct., 1st Dist.) (argued Oct. 13, 2010), the Board reiterated its long and well-established policy that in view of the fact that the ALJ hears the testimony and observes the witnesses, it will accept an ALJ's credibility determinations unless it is convinced, by a preponderance of the evidence, that those assessments are clearly and demonstrably incorrect.

D. Default

In Wood Dale Fire Protection Dist. v. Ill. Labor Relations Bd., 395 Ill. App. 3d 523, 916 N.E.2d 1229 (2d Dist. 2009), aff'g, Wood Dale Professional Fire Fighters Assoc., Local 3594, IAFF and Wood Dale Fire Protection Dist., 25 PERI ¶136 (IL LRB-SP 2008), the Appellate Court, Second District, confirmed the appropriateness of the Board's rule providing for default judgment for failure to answer an unfair labor practice complaint. The Board had also denied the respondent's request for waiver of that rule, and, reviewing that action under an abuse of discretion standard, the court affirmed that denial where the respondent could not show that application of the default rule would have been unreasonable or unnecessarily burdensome and the respondent failed to show due diligence. Finally, although it again stated the abuse of discretion standard applied, the court reversed the Board's imposition of sanctions, though it agreed that the respondent's argument was "not well founded, or even debatable."

In Christine Johnson and First Transit/River Valley Metro, 26 PERI ¶38 (IL LRB-SP May 4, 2010)(Case No. S-CA-09-037), appeal pending, No. 3-10-0435 (Ill. App. Ct., 3d Dist.), the Board affirmed an ALJ's default finding where an employer failed to timely answer a complaint alleging discriminatory discharge. It also affirmed the make-whole remedy despite the employer's protest that it actually consisted of two entities: a public body that had not employed the charging party and would be incapable of employing her in her former position as a bus driver, and a private company contracted to provide bus services to the public body.

E. Calculation of Due Dates

In City of St. Charles v. Ill. Labor Relations Bd., 395 Ill. App. 3d 507, 916 N.E.2d 881 (2d Dist. 2009), rev'g, Metropolitan Alliance of Police, Chapter No. 28 and City of St. Charles, 24 PERI ¶94 (IL LRB-SP G.C. 2008), the court reversed the determination by the Board's General Counsel that exceptions to an ALJ's recommended decision and order were untimely. The Court found that the Board's rules establish a presumption that a document is presumed to be received three days after mailing, and that, under the wording of those rules, only the recipient is permitted to rebut that presumption with evidence of the actual date of receipt. The General Counsel was not permitted to rely on the certified mail receipt to find that the City had actually received the recommended decision and order on the second day rather than the third day.

F. Delegation of Board Duties

In City of Chicago v. Ill. Labor Relations Bd., 396 Ill. App. 3d 61, 918 N.E.2d 1103 (1st Dist. 2009), the court held that it was appropriate for the Board to delegate to its Executive Director the administrative task of certifying appropriate bargaining units.

VI. Declaratory Rulings

In Village of Skokie and Illinois Fraternal Order of Police Labor Council, 26 PERI ¶17 (IL LRB GC 2010)(Case No. S-DR-10-003), the General Counsel found that the Employer's proposed changes in the successor collective bargaining agreement attempted to foreclose mid-term interest arbitration on some matters not expressly addressed in the agreement. These changes constituted a broad zipper clause and therefore concerned a permissive, not mandatory, subject of bargaining. The General Counsel also found that the exclusive representative has a statutory right to file a grievance, and the Employer's proposal seeking to limit that right by retaining the language used in previous agreements concerned a permissive subject of bargaining.

In City of Danville and Danville Police Command Officers' Association, 26 PERI ¶32 (IL LRB GC 2010)(Case No. S-DR-10-004), the General Counsel found that the Employer's proposed changes to the successor collective bargaining agreement amounted to a waiver of a statutory right to bargain over a mandatory subject of bargaining and therefore was itself a permissive, not mandatory, subject of bargaining. The proposal would have allowed changes to health insurance provisions by reference to provisions applicable to other City employees rather than the prior agreement's reference to health provisions applicable to members of the bargaining unit.

INTEREST ARBITRATION AWARDS

Following is a list of Interest Arbitration Awards. For each award, the arbitrator is noted in parenthesis after the case name. The issues and whose proposal was adopted follows.

CITY OF CENTRALIA and ILLINOIS FOP LABOR COUNCIL

S-MA-09-076 (1/19/2010 - McAlpin) #432

1. Residency (Union's proposal)

CITY OF CHICAGO and FRATERNAL ORDER OF POLICE, CHICAGO LODGE

(4/16/2010 - Benn) #436

1. Duration
2. Wages
3. Duty Availability Allowance
4. Uniform Allowance
5. Field Training Officers
6. Physical Fitness Incentive
7. Health Fair Remittance
8. Active Health Care Program
9. Life Insurance
10. Injury on Duty and Recurrence Claims
11. Disciplinary Investigations
12. Drug and Alcohol Testing

CITY OF CHICAGO HEIGHTS and POLICEMEN'S BENEVOLENT & PROTECTIVE ASSOCIATION, UNIT #64

S-MA-08-243 (8/4/2009 – Yaffe) #420

1. Residency (remanded)
2. Wages (Union's proposal)

TOWN OF CICERO and ILLINOIS FOP LABOR COUNCIL

S-MA-6-012 (7/13/2009 – Briggs) #418

1. Wages (Employer's offer)
2. Longevity (Union's offer)
3. Education Incentive (Employer's offer)
4. Clothing Allowance (Union's offer)
5. Detective Clothing Allowance (Union's offer)
6. Drug and Alcohol Testing (Union's offer)
7. Discipline (Union's offer)

COUNTY OF COOK AND SHERIFF OF COOK COUNTY and METROPOLITAN ALLIANCE OF POLICE, COOK COUNTY DCSI DEPUTY CHIEFS CHAPTER #438

L-MA-08-002 (6/9/2010 - Simon) #442 - Stipulated

CITY OF DANVILLE and DANVILLE COMMAND ASSOCIATION IAFF LOCAL 429

S-MA-10-300 (5/29/2010 - Reynolds) #441

1. Wages (Union's final offer)
2. Health Insurance (Union's final offer)

DEKALB COUNTY and DEKALB COUNTY SHERIFF and METROPOLITAN ALLIANCE OF POLICE CHAPTER 318

S-MA-09-275 (2/16/2010 - Yaffe) #433

1. Wages
2. Paid Hours Off

**CITY OF EVANSTON and TEAMSTERS LOCAL #70
S-MA-09-086 (5/19/2010 – Goldberg) #463**

1. Contract Term
2. Salary Schedule
3. Holidays
4. Longevity Pay
5. Work Period
6. Overtime
7. Shift Assignment
8. Health Insurance
9. Layoffs

**FOREST PRESERVE DISTRICT OF DUPAGE COUNTY and METROPOLITAN ALLIANCE
OF POLICE, CHAPTER #471**

S-MA-08-290 (12/10/2009 – Goldstein) #430

1. Term of Agreement (Employer's proposal)
2. Salaries (Employer's proposal)
3. Officer-In-Charge Pay (Employer's proposal)
4. Court Standby Pay (Employer's proposal)
5. Sick Leave Accrual (Employer's proposal)
6. Departmental Meetings/Training (Employer's proposal)
7. On/Off Designations (Union's proposal)
8. Fair Share (See award)
9. No Solicitation (Union's proposal)

**CITY OF HARVEY and HARVEY FIREMEN'S ASSOCIATION, IAFF LOCAL 471
S-MA-09-216 (8/6/2009 – Benn) #419**

1. Wages
2. Sick Leave

**COUNTY OF JEFFERSON AND SHERIFF OF JEFFERSON COUNTY and ILLINOIS FOP
LABOR COUNCIL**

S-MA-09-039 (1/8/2010 - Reynolds) #434

1. Term (Union's proposal)
2. Wages (Union's proposal)
3. Layoff Procedure (Union's proposal)
4. Deputies Shift Bidding (Employer's proposal)

VILLAGE OF LAGRANGE PARK and ILLINOIS FOP LABOR COUNCIL

S-MA-08-171 (8/27/2009 – Goldstein) #425

1. Arbitrability of Discipline (Union's last offer)
2. Compensatory Time Use (Employer's proposal)
3. Employee Insurance Co-Pay (Employer's final offer)

CITY OF LEBANON and ILLINOIS FOP LABOR COUNCIL

S-MA-08-173 (9/8/2009 – Murphy) #424

1. Hourly Rate Calculations (Union's position)
2. Retroactive Pay

CITY OF LOCKPORT and METROPOLITAN ALLIANCE OF POLICE CHAPTER #75

S-MA-08-277 (1/18/2010 – Wolff) #410 (Supplemental)

1. 2080 hours added to agreements wage provisions (denied)
2. Maximum of 128 hours should be added to Compensatory Time provision (denied)
3. Pay for Officers in Charge (granted)

4. Extra Duty Detail (granted)

COUNTY OF MADISON AND MADISON COUNTY SHERIFF and POLICEMEN'S BENEVOLENT AND PROTECTIVE ASSOCIATION LABOR COMMITTEE

S-MA-09-095 (12/8/2009 - Perkovich) #429

1. Wages (Union's final offer)
2. Pregnant Officers
3. Court Security Officers
4. Vacations
5. Sick Leave
6. Clothing Allowance
7. Merit Board
8. Grievance Procedure
9. Holidays

NORTH MAINE FIRE PROTECTION DISTRICT and NORTH MAINE FIREFIGHTERS, LOCAL 2224, IAFF

(9/8/2009 – Benn) #423

1. Wages (Employer's offer)
2. Uniform Allowance (Employer's offer)
3. Insurance (Union's offer)
4. Tentative Agreements

COUNTY OF ROCK ISLAND and AFSCME COUNCIL 31 AND LOCAL 2025A

S-MA-09-072 (4/7/2010 - Benn) #435

1. Wages

CITY OF ROCKFORD and POLICEMEN'S BENEVOLENT LABOR COMMITTEE, #6

S-MA-09-125 (5/13/2010 - Yaffe) #437

1. Wages (City's final offer)
2. Health Insurance (Union's final offer)

VILLAGE OF ROMEOVILLE and METROPOLITAN ALLIANCE OF POLICE CHAPTER 6

S-MA-10-064 (6/11/2010 - Fletcher) #440

1. Fair Share (Employer's proposal)
2. Indemnification (Employer's proposal)
3. Family Medical Coverage (Employer's proposal)
4. Normal Work Day and Work (status quo)
5. Overtime Pay (status quo)
6. Compensatory Time (status quo)
7. Vacation (status quo)
8. Chapter Activity During Work Hours (Employer's proposal)
9. Access to Premises by Chapter Representatives (Employer's proposal)
10. Bulletin Board (status quo)
11. Wages (Employer's proposal)
12. Stipends (status quo)
13. Physical Fitness (status quo)
14. Wellness Program (status quo)
15. Drug Free Workplace (status quo)

CITY OF SOUTH BELOIT and ILLINOIS FOP LABOR COUNCIL

S-MA-06-106 (8/20/2009 – Perkovich) #420

1. Wages (Employer's final offer)

2. Holidays (Union's final offer)
3. Holiday Pay (Union's final offer)
4. Vacation Scheduling (Employer's offer)
5. Inoculations (Employer's offer)
6. Travel Reimbursement (Union's final offer)
7. Health Insurance coverage (Union's final offer)
8. Health Insurance Premiums (Employer's final offer)
9. Sick Leave Accrual (Union's offer)
10. Work Day/Work Schedule (Employer's offer)
11. Just Cause (Union's final offer)
12. Review of Discipline (Union's final offer)

**VILLAGE OF SOUTH HOLLAND and IBT LOCAL 714
S-MA-09-231 (11/23/2009 - Hill) #439**

**COUNTY OF TAZEWELL AND TAZEWELL COUNTY SHERIFF and ILLINOIS FOP LABOR
COUNCIL**

S-MA-09-054 (12/9/2009 – Meyers) #428

1. Length of Agreement and Wages for Corrections Officers (Union's proposal)
2. Length of Agreement and Wages for Corrections Sergeants (Union's proposal)
3. Classification Officer Pay (Employer's proposal)
4. Field Training Officer Pay (Employer's proposal)
5. Sworn Officer Status (Employer's proposal)

**COUNTY OF WOODFORD AND WOODFORD COUNTY SHERIFF and ILLINOIS FOP
LABOR COUNCIL**

S-MA-09-057 (12/31/2009 – Feuille) #431

1. Wages (Union's final offer)

CASELOAD STATISTICS

	<u>STATE</u>	<u>LOCAL</u>	<u>TOTAL</u>
Unfair Labor Practice Charges			
CA	289	80	369
CB	<u>87</u>	<u>30</u>	<u>117</u>
TOTAL	376	110	486
Representation Cases			
AC	12	12	24
RC	204	37	241
RC	0	0	0
RD	12	0	12
UC	153	5	158
VR	6	0	6
DD	<u>11</u>	<u>0</u>	<u>11</u>
TOTAL	398	54	452
Grievance Arbitration Cases	12	0	12
Mediation/Arbitration Cases	<u>378</u>	<u>3</u>	<u>381</u>
TOTAL	390	3	393
Declaratory Rulings	10	0	10
Strike Investigations	0	0	0
TOTAL CASELOAD	1,174	167	1,341

REPRESENTATION CASES CERTIFIED

	<u>STATE</u>	<u>LOCAL</u>	<u>TOTAL</u>
Representation Cases Certified	164	25	189
Cases Certified (Election)	36	1	37
Number of Units Certified	35	1	
Labor Organization Prevailed	30	0	30
“No Representation” Prevailed	<u>5</u>	<u>1</u>	6
Majority Interest Cases Certified	128	24	
Number of Units Certified	126	24	

DISPOSITION OF CASES ACTIVE IN FY 2010

		State	Local	Total
I	BOARD DECISIONS			
	(A) With exceptions filed			
	AC	0	1	1
	CA	10	4	15
	CB	3	6	9
	RC	18	2	19
	RD	1	0	1
	UC	<u>4</u>	<u>1</u>	<u>5</u>
	TOTAL	36	14	50
	(B) With no exceptions filed			
	CA	15	2	17
	CB	0	0	0
	RC	13	3	16
	UC	<u>10</u>	<u>0</u>	<u>10</u>
	TOTAL	38	5	43
	(C) Strike Investigations	0	0	0
	(D) Declaratory Ruling	3	0	3
II	EXECUTIVE DIRECTOR DISMISSALS			
	(Not appealed to the Board)			
	AC	0	1	1
	CA	30	58	88
	CB	28	34	62
	DD	0	1	1
	RC	1	2	3
	RD	1	0	1
	UC	2	0	2
	VR	<u>1</u>	<u>0</u>	<u>1</u>
	TOTAL	63	96	159
III	CERTIFIED			
	AC	12	4	16
	DD	10	0	10
	RC	164	25	189
	RD	5	0	5
	UC	146	4	150
	VR	5	0	5
	Revocation of Prior Certification	<u>5</u>	<u>0</u>	<u>5</u>
	TOTAL	347	33	380
IV	WITHDRAWALS			
	AC	1	0	1
	CA	197	35	232
	CB	5	0	5
	DD	1	0	1
	RC	51	3	54
	RD	2	0	2
	UC	<u>15</u>	<u>3</u>	<u>18</u>
	TOTAL	272	41	313

BARGAINING UNITS CERTIFIED

July 1, 2009 – June 30, 2010

Case Number	Employer	Labor Organization	Date Certified	Prevailing Party	No. of Employee	Unit Type
S-RC-09-121	City of Highwood	Illinois FOP Labor Council	7/8/2009	FOP	9	Peace Officers below the rank of Police Lieutenant
S-RD-09-008	Marion County Circuit Clerk	Lori Linder and Teamsters Local Union 50	7/9/2009	No Rep	9	Chief Clerks Deputy Clerks
S-RC-08-084 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees, Council 31	7/9/2009	AFSCME	7	Include in RC-063 Technical Manager V (DCMS)
S-RC-09-111	Village of Plainfield	Illinois FOP Labor Council	7/13/2009	FOP	9	Sergeants
S-RC-08-044 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	7/31/2009	AFSCME	50	Include in RC-062 Mental Health Administrator I; Mental Health Administrator II
L-RC-09-021 <i>Majority Interest</i>	County of Cook, Bureau of Health	American Federation of State, County & Municipal Employees, Council 31	8/5/2009	AFSCME	1	Bookkeeper IV
S-RC-10-014 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	8/6/2009	AFSCME	5	Include in RC-014 Transportation Industry Customer Service Representative I (ICC)
S-RC-09-153 <i>Majority Interest</i>	Elburn and Countryside Fire Protection District	Elburn Professional Fire Fighters Association, Local 4749, IAFF	8/6/2009	IAFF	22	Firefighter Lieutenant Captain
S-RC-09-147 <i>Majority Interest</i>	Village of Oak Brook (Department of Public Works)	International Union of Operating Engineers, Local 150	8/6/2009	IUOE	17	Head Mechanic Mechanic Maintenance I Maintenance II Laborer
S-RC-09-200 <i>Majority Interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	8/6/2009	AFSCME	2	Include In RC-63 Public Service Administrator, Opt. 8L (DNR)
S-RC-09-155 <i>Majority interest</i>	County of Lake (Winchester)	American Federation of	8/6/2009	AFSCME	2	Include in S-UC-03-003

	House)	State, County & Municipal Employees, Council 31				Administrative Assistant-Resident Services; Associate Librarian-Resident Services
S-RC-09-186 <i>Majority interest</i>	State of Illinois, Department of Central Management Services (Corrections and Juvenile Justice)	Illinois State Employees Association, Laborers International Union, Local 2002	8/6/2009	ISEA/LIUNA	3	Include in VR-704 Public Service Administrator, Opt. 8K
S-RC-10-003 <i>Majority interest</i>	City of Peru (Fire Department)	Peru Professional Fire Fighters, IAFF Local 4751	8/6/2009	IAFF	4	Firefighter/Engineer
L-RC-09-024 <i>Majority Interest</i>	County of Cook, Office of the President, Cook County Bureau of Health	American Federation of State, County & Municipal Employees, Council 31	8/10/2009	AFSCME	2	Business Manager I
S-RC-09-192 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	8/10/2009	AFSCME	2	Include in RC-062 Consumer Policy Analyst (ICC)
L-RC-09-032 <i>Majority Interest (Corrected)</i>	County of Cook (Medical Examiner's Office)	American Federation of State, County & Municipal Employees, Council 31	8/11/2009	AFSCME	1	Include in existing unit Clinical Laboratory Supervisor
S-RC-09-132 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	8/17/2009	AFSCME	6	Include in RC-10 Public Service Administrator, Option 8L, Administrative Law Judge
S-RC-09-136 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	8/17/2009	AFSCME	1	Include in RC-10 Public Service Administrator, Option 8L (Property Tax Appeal Board)
S-RC-09-061	City of Sandwich Police Department	Illinois Fraternal Order of Police Labor Council	8/17/2009	FOP	3	Sergeant
S-RC-10-022 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	General Teamsters/Professional & Technical Employees Local Union No. 916	8/17/2009	Teamsters	6	Include in Pro Tech unit Highway Construction Supervisor I
S-RC-10-032 <i>Majority interest</i>	Chief Judge of the 11 th Judicial Circuit (Woodford	Illinois Fraternal Order of Police Labor Council	8/20/2009	FOP	5	Probation Officer Senior Probation Officer

	County Probation)					
S-RC-08-024 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	8/28/2009	AFSCME	8	Include in RC-062 Dietary Manager I Dietary Manager II
S-RC-09-051	Village of Fox Lake	Illinois FOP Labor Council	8/31/2009	FOP	4	Include in S-VR-86-039 Sergeant
S-RC-09-103	Village of Posen (Police Department)	Metropolitan Alliance of Police, Posen Chapter #549 and Illinois FOP Labor Council	8/31/2009	FOP	14	Peace officers in the rank of Sergeant or below
S-RC-09-105	Village of Maywood	Illinois FOP Labor Council and Illinois Council of Police and Sheriffs, International Union of Police Associations #7	8/31/2009	FOP	20	Telecommunicator TCO Supervisor
S-RC-10-002 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	8/31/2009	AFSCME	2	Include in RC-063 Public Service Administrator, Option 8U
L-RC10-002 <i>Majority interest</i>	County of Cook, Health and Hospital Systems (Oak Forest Hospital)	Service Employees International Union	9/3/2009	SEIU	3	Bio-Medical Technician
L-RC-10-003 <i>Majority interest</i>	County of Cook, Health and Hospital Systems (Cermak Health Services)	Service Employees International Union, Local 73	9/3/2009	SEIU	15	Physician Assistant I; Physician Assistant II
S-RC-09-104	County of Pulaski and Sheriff of Pulaski County	Illinois FOP Labor Council and Laborers Local Union 773	9/9/09	FOP	11	Full-time and part- time Deputies
S-RC-10-048 <i>Majority interest</i>	City of Edwardsville (Police Department)	Laborers International Union of North America, Local 397	9/9/09	Laborers	3	Community Service Officer
S-RC-10-026 <i>Majority interest</i>	State of Illinois, Department of Central Management Services (DCFS)	American Federation of State, County & Municipal Employees, Council 31	9/10/09	AFSCME	2	Include in RC-062 Reimbursement Officer II

S-RC-09-174 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	9/10/09	AFSCME	1	Include in RC-10 Public Service Administrator, Option 8L (Dept. of Labor)
S-RC-10-034 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	9/10/09	AFSCME	1	Include in RC-10 Administrative Law Judge IV (ICC)
S-RC-10-036 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	9/10/09	AFSCME	7	Include in RC-10 Administrative Law Judge III (ICC)
L-RC-09-028 <i>Majority interest</i>	County of Cook, John H. Stroger, Jr. Hospital and Related Facilities	Service Employees International Union, Local 20 (Doctors Council SEIU)	9/11/09	SEIU	325	Attending physicians, dentists, psychologists and podiatrists
L-RC-08-029 <i>Majority interest</i>	Cook County Public Defender's Office, Cook County Human Resources Department	American Federation of State, County & Municipal Employees, Council 31	9/14/09	AFSCME	8	Include in L-RC-93-032 Investigator IV
S-RD-08-015	Village of Roscoe	Doug Insko and Teamsters Local 325	9/14/09	No Rep	6	Public Works maintenance employees
S-RC-09-142	County of Marshall and County Clerk of Marshall County	Teamsters Local Union No. 627	9/16/09	Teamsters	3	Payroll Clerk and Deputy Clerk
S-RC-09-204 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	9/17/09	AFSCME	1	Include in RC-10 Public Service Administrator, Option 8L (Illinois Gaming Board)
S-RC-08-152 S-RC-09-002	State of Illinois, Department of Central Management Services (Corrections, Juvenile Justice and Human Services)	Laborers International Union/Illinois State Employees Association, Local 2002 and Service Employees International Union, Local 73; and American Federation of State, County & Municipal Employees, Council 31	9/28/2009	AFSCME	30	Public Service Administrator, Option 8T (Employed at Departments of Corrections, Juvenile Justice and Human Services)

S-RC-10-017 <i>Majority interest</i>	City of Naperville (Public Utilities, Water and Wastewater Departments)	International Union of Operating Engineers, Local 150	9/29/2009	IUOE	9	Water District and Meter Field Supervisor, Wastewater Operator Field Supervisor, Wastewater maintenance Field Supervisor, Wastewater Collection & Pump Field Supervisor, Repair and Excavation Field Supervisor
S-RC-10-019 <i>Majority interest</i>	Village of Villa Park (Police Department)	Teamsters Local 714	9/29/2009	Teamsters	7	Sergeant Lieutenant
S-RC-10-058 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	9/29/2009	AFSCME	2	Include in RC-62 Financial and Budget Assistant (ICC)
S-RC-10-054 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	9/29/2009	AFSCME	2	Include in RC-63 Public Service Administrator, Option 8P
S-RC-06-123 <i>Majority interest</i>	Forest Preserve District of DuPage County	Metropolitan Alliance of Police, Chapter #471, Forest Preserve District of DuPage County Police	9/29/2009	MAP	18	Ranger Police Officer
S-RC-09-065 <i>Majority interest</i>	County of McHenry (Animal Control)	Service Employees International Union, Local 73	9/30/2009	SEIU	13	Animal Control Officers Kennel Technicians Lead Kennel Technician
L-RC-09-020 <i>Majority interest</i>	County of Cook, Bureau of Health	American Federation of State, County & Municipal Employees, Council 31	9/30/2009	AFSCME	8	Public Health Educator II Public Health Educator III
S-RC-10-062 <i>Majority interest</i>	Fosterburg Fire Protection District	Fosterburg Professional Fire Fighters Association, IAFF Local 4766	9/30/2009	IAFF	6	Firefighter
S-RC-10-084 <i>Majority interest</i>	County of Cass	Illinois FOP Labor Council	10/7/2009	FOP	5	Deputy Sheriff

S-RC-10-072 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	General Teamsters Professional & Technical Employees Local Union No. 916	10/8/2009	Teamsters	1	Include in Professional-Technical unit Chemist IV
S-RD-10-002	County of Sangamon and Recorder of Sangamon County	Shirley Harrison and Illinois Federation of Public Employees, Local 4408	10/8/2009	No Rep	10	All full-time and regular part-time employees in the Office of the Recorder
S-RC-10-086 <i>Majority interest</i>	Village of Maryville (Police Department)	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW)	10/9/2009	USW	4	Telecommunicator
S-RC-09-084 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	10/19/2009	AFSCME	8	Include in RC-62 Public Service Administrator, Option 7 (Revenue)
L-RC-09-002 <i>Majority interest</i>	City of Chicago, Department of Animal Care and Control	Service Employees International Union, Local 73	10/21/2009	SEIU	3	Supervisor of Animal Control Officers
L-RC-10-004 <i>Majority interest</i>	County of Cook, Office of the President, Cook County Public Defender's Office	American Federation of State, County & Municipal Employees, Council 31	10/23/2009	AFSCME	4	Add to existing unit of Public Defender Investigators: Administrative Assistant V
S-RC-04-130 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	Illinois State Employees Association, Local 2002, Laborers' International Union of North America and American Federation of State, County & Municipal Employees, Council 31	10/28/2009	AFSCME	180	Include in RC-63 Public Service Administrator, Option 8N
S-RC-10-102 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	10/28/2009	AFSCME	1	Include in RC-62 Policy Analyst III

S-RC-10-108 <i>Majority interest</i>	County of Moultrie and Sheriff of Moultrie County	Illinois FOP Labor Council	11/5/2009	FOP	7	Deputy Sheriff
S-RC-09-133	City of Waukegan (Fire Department)	Waukegan Firefighters, Local 473, IAFF	11/9/2009	IAFF	5	Fire Fighter, Fire Fighter/Paramedic; Fire Lieutenant Captain
S-RC-10-120 <i>Majority interest</i>	Village of Sherman	General Teamsters/ Professional and Technical Employees Local Union No. 916	11/6/2009	Teamsters	4	Public Works Employees Mechanic/Skilled Laborer/Operator; Laborer/Operator; Skilled Laborer/Operator
S-RC-09-148 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	11/6/2009	AFSCME	1	Include in RC-42 Sign Shop Foreman
S-RC-10-110 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County and Municipal Employees Council 31	11/6/22009	AFSCME	12	Include in RC-62 Health Information Administrator
S-RC-07-048 S-RC-08-074	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees Council 31 and Laborers' Int'l Union/Illinois State Employees Association, Local 2002, Service Employees International Union, Local 73	11/18/2009	AFSCME	450	Include in RC-62 Public Service Administrator, Option 2
S-RC-10-013	Palos Heights Fire Protection District	Palos Heights Professional Firefighters, Local 4254, IAFF	11/18/2009	IAFF	2	Include in S-RC-03-127 Bargaining unit Captain
S-RC-10-106 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	11/20/2009	AFSCME	1	Include in RC-9 Laundry Manager I
S-RC-09-108 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	Illinois State Employees Association, Laborers International Union, Local 2002	11/23/2009	ISEA	4	Include in VR-704 Public Service Administrator, Option 7 (Corrections)

S-RC-09-110 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	Illinois State Employees Association, Laborers International Union, Local 2002	11/23/2009	ISEA	7	Include in VR-704 Public Service Administrator, Option 7 (Human Services)
L-RC-09-030 <i>Majority interest</i>	County of Cook	American Federation of State, County & Municipal Employees, Council 31	11/25/2009	AFSCME	1	Include in the existing Department of Public Health unit: Storekeeper V
S-RC-10-033 <i>Majority interest</i>	Cook County State's Attorney	American Federation of State, County & Municipal Employees, Council 31	12/1/2009	AFSCME	46	Clerical/Technical Support
S-RC-10-035 <i>Majority interest</i>	Justice Willow Springs Water Commission	International Union of Operating Engineers, Local 150	12/1/2009	IUOE	3	Add to S-RC-07-025 Office Clerk Office Manager
S-RC-10-037 <i>Majority interest</i>	Byron Fire Protection District	Byron Firefighters, Local 4775, IAFF	12/1/1009	IAFF	9	Firefighter Lieutenant
S-RC-10-132 <i>Majority interest</i>	Village of Roxana	Laborers' International Union of North American, Local 338	12/1/2009	LIUNA	5	Employees in the Sewer, Refuse and Street Departments
S-RC-09-158 S-RC-08-112 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31 and Laborers' International Union/Illinois State Employees Association	12/1/2009	AFSCME	16	Include in RC-10 Technical Advisor II
S-RC-10-025	Village of Deerfield	Illinois Council of Police and Illinois FOP Labor Council	12/7/2009	ICOP	27	Police Officers below the rank of Sergeant
S-RC-10-064	County of Wayne and Sheriff of Wayne County	Illinois FOP Labor Council and Laborers' International Union of North American, southern and Central Illinois District Council, Local 1197	12/10/2009	FOP	20	Deputies Courtroom Security Correctional Officer/ Dispatcher/ Telecommunicator Special Projects Coordinator
S-RD-10-007	State's Attorney of Boone County	Ashley Graham And United Automobile Workers	12/16/2009	No Rep	4	Victim/Witness Coordinator Office Manager Paralegal Administrative Assistant

S-RC-09-151	County of Kane and Coroner of Kane County	Policemen's Benevolent Labor Committee	12/30/2009	PBLC	8	Deputy Coroner Clerk Secretary, Office Manager
S-RC-10-015 Unit A <i>Majority interest</i>	City of Naperville	International Union of Operating Engineers, Local 150	12/30/2009	IUOE	7	Public Works Field Supervisor
S-RC-10-015 Unit B <i>Majority interest</i>	City of Naperville	International Union of Operating Engineers, Local 150	12/30/2009	IUOE	16	Public Works Unit Equipment Tech Automotive Tech Part Tech Shop Assistant
S-RC-10-134 <i>Majority interest</i>	County of Moultrie and Sheriff of Moultrie County	Illinois FOP Labor Council	1/4/2010	FOP	10	Corrections Officer
S-RC-09-122 <i>Majority interest</i>	Illinois Office of the Comptroller	International Union of Operating Engineers, Local Union No. 965	1/05/2010	IUOE	24	Public Service Administrator IT and Accounting Professional
S-RC-10-041 <i>Majority interest</i>	Hampshire Fire Protection District	Hampshire Professional Firefighters Association, IAFF Local 4782	1/5/2010	IAFF	6	Firefighter
S-RC-10-045 <i>Majority interest</i>	Village of Libertyville	Illinois FOP Labor Council	1/5/2010	FOP	4	Sergeants
S-RC-10-047 <i>Majority interest</i>	Village of South Elgin (Police Department)	Metropolitan Alliance of Police, South Elgin Civilians Chapter #573	1/5/2010	MAP	9	Telecommunicator Public Safety Aide
S-RC-10-148 <i>Majority interest</i>	City of Momence (Police Department)	Metropolitan Alliance of Police, Momence Chapter #579	1/5/2010	MAP	9	Police Officers below the rank of Lieutenant
S-RC-10-144 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	1/5/2010	AFSCME	1	Include in RC-63 Historical Library Chief of Acquisitions
S-RC-10-041 <i>Majority interest</i>	Hampshire Fire Protection District	Hampshire Professional Firefighters Association, IAFF Local 4782	1/5/2010	IAFF	6	Firefighter
S-RC-10-154 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	1/12/2010	AFSCME	1	Include in RC-63 Electrical Engineer (Employed at Department of Public Health)

S-RC-09-096 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	1/21/2010	AFSCME	4	Include in RC-63 Network Engineer Manager II
S-RC-08-036 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31 and Laborers' International Union, ISEA Local 2002/Service Employees International Union, Local 73	1/20/2010	AFSCME	1250	Include in RC-63 Public Service Administrator, Option 1
S-RC-10-098	City of Mason City	United Automobile Workers, UAW, Local 974	1/26/2010	UAW	5	Public Works Department Administrative Assistant Skilled Laborer Water/Sewer Operator
S-RC-10-066	County of Tazewell	Policemen's Benevolent Labor Committee	1/27/2010	PBLC	51	County wide unit
S-RC-10-068	Chief Judge of the 10 th Judicial Circuit and Circuit Clerk of Tazewell County	Policemen's Benevolent Labor Committee	1/27/2010	PBLC	38	Clerical Employees
S-RC-10-100 <i>Majority interest</i>	City of Mason City	United Automobile Workers, UAW, Local 974	1/27/2010	UAW	4	Police Officer; Assistant Police Chief
S-RC-10-029	Village of Streamwood	Metropolitan Alliance of Police, Streamwood Civilians, Chapter #567 and Laborers International Union of North America, Local 1002	1/27/2010	MAP	9	Community Services Officer; Police Services Clerk
S-RC-10-153 <i>Majority interest</i>	City of Naperville (Police Department)	Metropolitan Alliance of Police, Naperville Civilians Chapter #582	1/28/2010	MAP	12	Records Specialist
S-RC-10-150 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	1/28/2010	AFSCME	1	Include in RC-62 Human Resource Analyst (ICC)

L-RC-10-013 <i>Majority interest</i>	City of Chicago	American Federation of State, County & Municipal Employees, Council 31	2/2/2010	AFSCME	8	Include in existing Unit 4: Senior Emergency Management Coordinator
S-RC-09-057 <i>Majority interest</i>	Village of Oak Brook	Metropolitan Alliance of Police, Oak Brook Police Sergeants Chapter No. 534	2/3/2010	MAP	7	Sergeants
L-RC-10-010 <i>Majority interest</i>	County of Cook and Sheriff of Cook County	Service Employees International Union, Local 73	2/9/2010	SEIU	11	Administrative Assistant III, Assistant Real Estate Supervisor, Civil Writ Supervisor, Vehicle Service Mechanic Supervisor-Sheriff, Administrative Assistant II (Court Services Div)
S-RC-10-164 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	2/9/2010	AFSCME	3	Include in RC-062 Engineer Technician IV (DPH)
S-RC-10-031 <i>Majority interest</i>	Village of McCook (Fire Department)	International Brotherhood of Teamsters Local 714	2/9/2010	IBT	9	Lieutenant; Fire fighter; Emergency Medical Tech; Voluntary part-time Fire Fighter
S-RC-10-152 <i>Majority interest</i>	City of East St. Louis	International Brotherhood of Teamsters Local #50	2/9/2010	IBT	30	Clerical support staff
S-RC-10-140	County of Piatt and Sheriff of Piatt County	Illinois Fraternal Order of Police Labor Council	2/9/2010	FOP	1	Include in S-UC-00-026 Custodian
S-RC-10-053 <i>Majority interest</i>	Village of Riverdale	Illinois Fraternal Order of Police Labor Council	2/10/2010	FOP	6	Community Service Liaison
S-RC-10-166 <i>Majority interest</i>	Village of Metamora (Police Department)	Illinois Council of Police	2/17/2010	ICOP	3	Police Officer Sergeant
L-RC-10-014 <i>Majority interest</i>	City of Chicago	American Federation of State, County & Municipal Employees, Council 31	2/18/2010	AFSCME	5	Include in Unit 1 Emergency Management Communications Officer
S-RC-10-059 <i>Majority interest</i>	Village of Harwood Heights	American Federation of State, County & Municipal Employees, Council 31	2/24/2010	AFSCME	23	Bus Driver; Dispatcher; Dispatch Supervisor; Maintenance; Court Officer Liaison; Office Staff; Police

						Officer Clerk; Public Works Laborer
S-RC-10-065 <i>Majority interest</i>	CenCom E9-1-1 Public Safety Communications Center	Metropolitan Alliance of Police, CenCom E9-1-1 Dispatch Chapter #591	2/24/2010	MAP	15	Telecommunicator I Telecommunicator II Supervisor
S-RC-10-170 <i>Majority interest</i>	City of Geneseo (Water and Waste Department)	International Brotherhood of Electrical Workers, Local 51	2/24/2010	IBEW	7	Lead Water Operator; Water Operator; Chief Waste Water Operator; Lead Waste Water Operator; Waste Water Operator
S-RC-10-186 <i>Majority interest</i>	City of Lexington	Illinois Council of Police	2/24/2010	ICOP	5	Part-time Police Officer
S-RC-10-190 <i>Majority interest</i>	City of Farmer City (Police Department)	Illinois FOP Labor Council	2/24/2010	FOP	2	Sergeant Patrolman
L-RC-08-039 <i>Majority interest</i>	County of Cook (Oak Forest Hospital)	American Federation of State, County & Municipal Employees, Council 31	2/25/2010	AFSCME	16	Include in existing Unit Payroll Supervisor, Building Service Supervisor and/or Environmental Services Supervisor, Food Service Supervisor, Food Service Worker IV Chef II
S-RC-10-005 <i>Majority interest</i>	Village of Lakemoor	International Union of Operating Engineers, Local 150	2/25/2010	IUOE	4	Village wide Unit
S-RC-09-157 <i>Majority interest</i>	City of Yorkville	Illinois Fraternal Order of Police Labor Council	3/1/2010	FOP	6	All full-time sworn officers in the rank of Sergeant
L-RC-10-005 <i>Majority interest</i>	Cook County Bureau of Health (John H. Stroger Hospital)	American Federation of State, County & Municipal Employees, Council 31	3/8/2010	AFSCME	1	Include in existing unit Director of Financial Control II
L-RC-10-007 <i>Majority interest</i>	Cook County Bureau of Health (Public Health/ Medical Examiner)	American Federation of State, County & Municipal Employees, Council 31	3/8/2010	AFSCME	1	Include in existing Unit Medical Records Supervisor II
L-RC-10-008 <i>Majority interest</i>	Cook County Medical Examiner's Office	American Federation of State, County & Municipal Employees, Council 31	3/8/2010	AFSCME	1	Include in existing unit within Health Care Professional Technical Lab Supervisor
S-RC-10-073 <i>Majority interest</i>	Village of North Aurora (Police Department)	Illinois Fraternal Order of Police Labor Council	3/10/2010	FOP	5	Full-time persons in the rank or title of Sergeant

S-RC-10-075 <i>Majority interest</i>	Village of Mundelein (Fire Department)	International Association of Fire Fighters Local 2786, Mundelein Professional Fire Fighters	3/10/2010	IAFF	13	Full-time sworn employees in the following rank or title: Firefighter/Paramedic
S-RC-10-081 <i>Majority interest</i>	Village of Vernon Hills	Illinois Fraternal Order of Police Labor Council	3/10/2010	FOP	8	Telecommunicator
L-RC-09-012	County of Cook	Chicago Joint Board, Local 200, RWDSU	3/23/2010	No Rep	3	
S-RC-10-083	Village of Carpentersville (Fire Department)	Carpentersville Professional Firefighters, IAFF and Service Employees International Union, Local 73	3/29/2010	IAFF	35	All full-time employees in the ranks of Firefighter and Lieutenant.
S-RC-10-067 <i>Majority interest</i>	Chief Judge of the Circuit Court of Cook County (Juvenile Probation Dept)	American Federation of State, County & Municipal Employees, Council 31	3/30/2010	AFSCME	1	Include in S-UC-(S)-97-013 Accountant/ Bookkeeper
S-RC-10-011 <i>Majority interest</i>	Aurora Public Library (City of Aurora)	American Federation of State, County & Municipal Employees, Council 31	3/31/2010	AFSCME	7	Bookmobile Driver; Computer Operator; Custodian; Department Assistant; Library Clerk; Para-Professional I and II; Utility Clerk, Librarian I; Maintenance Worker; Network Assistant; Computer Assistant
L-RC-10-018 <i>Majority interest</i>	City of Chicago (Department of Health)	American Federation of State, County & Municipal Employees, Council 31	4/5/2010	AFSCME	5	Include in existing unit #4 Social Worker II
L-RC-10-012 <i>Majority interest</i>	Cook County clerk's Office and County of Cook	Service Employees International Union, Local 73	4/6/2010	SEIU	26	Front line supervisors: Administrative Assistant IV; Election Division Supv. I; Vital Records Supv. I
S-RC-10-063	Village of Orland Hills	Metropolitan Alliance of Police, Chapter #603	4/6/2010	MAP	12	Patrol Officer Sergeant
S-RC-10-200 <i>Majority interest</i>	State of Illinois, Department of Central Management	American Federation of State, County & Municipal Employees,	4/6/2010	AFSCME	1	Include in RC-62 Mental Health Administrator Trainee (DHS)

	Services	Council 31				
S-RC-10-192 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	4/6/2010	AFSCME	1	Include in RC-62 Operations Technician (ICC)
S-RC-10-095 <i>Majority interest</i>	Village of Bartlett (Police Department)	Metropolitan Alliance of Police, Bartlett Civilians Chapter 600	4/6/2010	MAP	12	Police Records Clerk; Community Service Officer
S-RC-10-206 <i>Majority interest</i>	City of Trenton	Illinois FOP Labor Council	4/6/2010	FOP	4	Patrol Officer Senior Patrolman
S-RC-10-204 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	4/9/2010	AFSCME	1	Include in RC-63 Manuscript Manager (Historic Preservation)
S-RC-10-208 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	4/9/2010	AFSCME	1	Include in RC-62 International Marketing Representative (Agriculture)
S-RC-10-085	Village of Glenwood (Police Department)	Metropolitan Alliance of Police, Chapter #612	4/19/2010	MAP	19	Full-time sworn peace officers in the rank of Sergeant and below
S-RD-10-004	City of Carterville (Fire Department)	Dennis R. Brown and International Association of Fire Fighters, Carterville Fire Fighters, Local 4500	4/21/2010	No Rep	3	All full-time uniformed firefighters and EMTs
L-RC-10-015 <i>Majority interest</i>	County of Cook, Bureau of Health (Oak Forest Hospital)	American Federation of State, County & Municipal Employees, Council 31	4/23/2010	AFSCME	1	Printing and Duplicating Supervisor
S-RC-10-168 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	4/26/2010	AFSCME	2	Include in RC-62 Market Development Associate (ICC)
S-RC-10-056 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	4/26/2010	AFSCME	2	Include in RC-28 Waterways Construction Supervisor II (DNR)
S-RC-10-071	Village of Willow Springs	Metropolitan Alliance of Police, Willow Springs Chapter #597 and Illinois Council of Police	4/28/2010	ICOP	13	All sworn police officers below the rank of Sergeant

S-RC-10-099 <i>Majority interest</i>	Village of Sleepy Hollow (Police Department)	Illinois Council of Police	4/28/2010	ICOP	11	All part-time police officers
S-RC-09-160 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	4/28/2010	AFSCME	1	Include in RC-62 Vehicle Emission Compliance Supervisor (EPA)
S-RC-08-048 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	5/7/2010	AFSCME	6	Include in RC-62 Activity Therapist Supervisor
L-RC-10-019 <i>Majority interest</i>	County of Cook, Bureau of Health (Oak Forest Hospital)	American Federation of State, County & Municipal Employees, Council 31	5/6/2010	AFSCME	15	Include in existing L-UC-08-011 Unit Administrative Assistant III; Administrative Assistant IV
S-RC-09-126 <i>Majority interest</i>	State of Illinois, Department of Central Management Services (Natural Resources)	Illinois State Employees Association, Laborers International Union, Local 2002	5/7/2010	ISEA/ Laborers	4	Include in S-RC-06-104 Senior Public Service Administrator, Option 7 (informal working title of Captain)
S-RC-10-046 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	5/7/2010	AFSCME	5	Include in RC-10 Administrative Law Judge V (ICC)
S-RC-10-172 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	5/10/2010	AFSCME	1	Include in RC-28 Management Information Technician (ICC)
S-RC-09-049 <i>Majority interest</i>	Village of Bolingbrook	Metropolitan Alliance of Police, Bolingbrook Professionals Chapter #522	5/10/2010	MAP	42	City wide unit
S-RC-10-091 <i>Majority interest</i>	Village of Lake Bluff (Police Department)	Illinois Council of Police	5/10/2010	ICOP	2	All peace officers in the title or rank of Sergeant
S-RC-10-105 <i>Majority interest</i>	Village of Dixmoor	Illinois Council of Police	5/10/2010	ICOP	8	Community Service Officer Village Service Assistant Administrative Records Clerk Telecommunicator
S-RC-10-109 <i>Majority interest</i>	Village of Lansing	Illinois Fraternal Order of Police Labor Council	5/11/2010	FOP	9	Telecommunicator

S-RC-10-113 <i>Majority interest</i>	Village of Dwight	Metropolitan Alliance of Police, Dwight Police Chapter #636	5/13/2010	MAP	7	Patrol Officer Detective
S-RC-10-180	City of Carlinville	Policemen's Benevolent Labor Committee; and Illinois FOP Labor Council	5/13/2010	PBLC	11	Sworn police in the rank of Lieutenant and below
S-RC-10-182	City of Carlinville	Policemen's Benevolent Labor Committee; and Illinois FOP Labor Council	5/13/2010	PBLC	5	Telecommunicators Police Clerks
S-RC-10-218 <i>Majority interest</i>	Village of Shiloh	International Union of Operating Engineers, Local 399	5/13/2010	IUOE	4	Public Work Department General Foreman, Laborer Administrative Department Building Maintenance Worker
S-RC-10-174 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	5/14/2010	AFSCME	1	Include in RC-28 Appeals and Orders Coordinator (ICC)
S-RC-10-130 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	5/14/2010	AFSCME	1	Include in RC-62 Homeland Security Director (ICC)
S-RC-10-089	Village of Homewood (Police Department)	Metropolitan Alliance of Police, Homewood Police Chapter #621 and State and Municipal Teamsters, Local 700	5/17/3020	MAP	27	All sworn full-time peace officers below the rank of Sergeant
S-RC-10-116 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	5/18/2010	AFSCME	1	Include in RC-62 Senior Financial and Budget Assistant (ICC)
S-RC-10-119 <i>Majority interest</i>	Village of Oswego	International Union of Operating Engineers, Local 150	5/19/2010	IUOE	20	Public Works employees
S-RC-10-230 <i>Majority interest</i>	Village of Freeburg (Department of Public Works)	International Union of Operating Engineers, Local 148	5/19/2010	IUOE	10	Public Works employees
S-RC-10-226 <i>Majority interest</i>	Illinois Office of the Comptroller	International Union of Operating Engineers, Local	5/20/2010	IUOE	33	Public Service Administrator Administrative Assistant

S-RC-10-093	City of Oak Forest (Police Department)	965 Metropolitan Alliance of Police, Oak Forest Police Chapter #624 and State and Municipal Teamsters, Local 726	5/21/2010	MAP	37	Patrolman Sergeant
S-RC-10-051 <i>Majority interest</i>	Village of Dolton	American Federation of State, County & Municipal Employees, Council 31	5/27/2010	AFSCME	7	Add to existing unit Public Works Clerk; Housing/Court Clerk; Housing Clerk; Comptroller Clerk; Executive Secretary (Public Works Department); Revenue Records Technician I; Meter Reader/Business License Inspector/Clerk
S-RC-07-103 <i>Majority interest Reinstatement</i>	City of Saint Charles	Metropolitan Alliance of Police, St. Charles Sergeants Chapter #28	5/27/2010	MAP	9	All full-time sworn peace officers in the rank of sergeant
S-RC-10-087	City of Harvey (Police Department)	Metropolitan Alliance of Police, Harvey Sergeants Chapter #615 and American Federation of State, County & Municipal Employees, Council 31	5/27/2010	MAP	7	All Police Sergeants
S-RC-10-101 <i>Majority interest</i>	Village of Glenview	Local 4186, Glenview Professional Fire Fighters Association, IAFF	5/28/2010	IAFF	1	Include in existing S-RC-04-169 Captain
S-RC-10-202 <i>Majority interest</i>	Pike County Housing Authority	International Union of Operating Engineers, Local 965	6/1/2010	IUOE	6	Maintenance Supervisor, Maintenance Technician Occupancy Specialist Bookkeeper/Accounts Payable Receptionist
S-RC-10-216 <i>Majority interest</i>	Village of Mahomet	International Brotherhood of Teamsters, Local Union No. 26	6/1/2010	IBT	6	Water and Waste Water Department Maintenance and Operators, Street/Alley Laborers

S-RC-10-124 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	6/2/2010	AFSCME	2	Include and Exclude in RC-28 certain Administrative Assistant I positions (Transportation)
S-RC-10-126 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	6/2/2010	AFSCME	2	Include in RC-28 Certain Administrative II Positions (Transportation)
S-RC-10-128 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	6/2/2010	AFSCME	7	Include in RC-14 Certain Executive Secretary III positions (Transportation)
S-RC-09-196 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	6/4/2010	AFSCME	3	Include in RC-63 Nuclear Safety Administrator I
S-RC-10-079	Village of Winfield (Police Department)	Metropolitan Alliance of Police, Winfield Sergeants Chapter #594	6/4/2010	MAP	3	Sworn peace officers in the rank of Sergeant
S-RC-10-049 <i>Majority interest</i>	Village of Barrington Hills (Police Department)	Metropolitan Alliance of Police, Barrington Hills Police Chapter 576	6/7/2010	MAP	11	Patrol Officer Master Patrol Officer Senior Patrol Officer, Investigator/Patrol Officer Including probationary officers
S-RC-10-236 <i>Majority interest</i>	City of Trenton	Teamsters, Automotive, Petroleum and Allied Trades Local Union No. 50	6/8/2010	IBT	7	Maintenance employees in the following Departments: Park, Street and Alley Department; Water and Sewer Department
S-RC-09-194 <i>Majority interest</i>	County of Madison (9-1-1 Department)	American Federation of State, County & Municipal Employees, Council 31	6/10/2010	AFSCME	1	Include in existing unit Public Education Manager
L-RC-10-016 <i>Majority interest</i>	Cook County Medical Examiner's Office	American Federation of State, County & Municipal Employees, Council 31	6/10/2010	AFSCME	1	Intake Attendant II's
L-RC-10-025 <i>Majority interest</i>	County of Cook and Sheriff of Cook County	Service Employees International Union, Local 73, CTW/CLC	6/15/2010	SEIU	38	Administrative Assistant III, Executive Assistant I Executive Assistant II

S-RC-10-115	Village of North Aurora	Metropolitan Alliance of Police, North Aurora Police Chapter #633 and Illinois Council of Police	6/21/2010	MAP	22	Sworn Police Officers below the rank of Sergeant
S-RC-10-231 <i>Majority interest</i>	Village of Lansing (Police Department)	Illinois Fraternal Order of Police Labor Council	6/21/2010	FOP	13	Sergeant Lieutenant
S-RC-10-224 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	6/21/2010	AFSCME	1	Human Resource Clerk (ICC)
S-RC-10-123 <i>Majority interest</i>	Village of Woodridge (Police Department)	Metropolitan Alliance of Police, Woodridge Civilians Chapter #639	6/22/2010	MAP	21	Administrative Assistant Investigative Aide CRC Assistant Telecommunicator Community Service Officer Records Assistant
S-RC-10-129 <i>Majority interest</i>	DuPage Water Commission	International Union of Operating Engineers, Local 399	6/23/2010	IUOE	9	Assistant Water Operator Lead Water Operator Control Room Operator
S-RC-10-127 <i>Majority interest</i>	City of Geneva	Illinois Fraternal Order of Police Labor Council	6/23/2010	FOP	25	Sworn Police Officers
S-RC-10-125 <i>Majority interest</i>	City of Belvidere	Illinois Fraternal Order of Police Labor Council	6/23/2010	FOP	5	Sworn officers in the rank or title of Sergeant
S-RC-10-112 <i>Majority interest</i>	State of Illinois, Department of Central Management Services	American Federation of State, County & Municipal Employees, Council 31	6/28/2010	AFSCME	5	Include in RC-62 certain Administrator titles employed and the Capital Development Board

CERTIFICATION OF VOLUNTARILY RECOGNIZED REPRESENTATIVE

July 1, 2009 – June 30, 2010

Case Number	Employer	Labor Organization	Date Certified	No. of Employees	Unit Type
S-VR-09-005	Chief Judge of the 12 th Judicial Circuit	American Federation of State, County & Municipal Employees, Council 31	7/22/2009	5	Add Facility Secretary to historical judicial clerical/support unit
S-VR-09-007	Chicago State University	Metropolitan Alliance of Police, Chapter #297, Chicago State University Sergeants Chapter	8/13/2009	2	Police Sergeant Police Lieutenant
S-VR-10-002	County of Clinton and State's Attorney, Clerk/Recorder, Treasurer, Supervisor of Assessments and Health Department	Teamsters, Automotive, Petroleum and Allied Trades, Local 150	8/31/2009	7	All Professional and Non-Professional employees in the County Courthouse and Courthouse Annex
S-VR-10-001	Oswego Fire Protection District	Oswego Firefighters, IAFF	11/5/2009	56	Firefighter Firefighter/Paramedic Lieutenant
S-VR-10-003	City of LaSalle (Fire Department)	LaSalle Professional Fire Fighters, Local 4760, IAFF	12/14/2009	3	Firefighter Engineer/EMT

AMENDMENT OF CERTIFICATION

July 1, 2009 – June 30, 2010

Case Number	Employer	Labor Organization	Date Certified	Unit Type
S-AC-10-002	State of Illinois, Department of Central Management Services	Service Employees International Union, Local 73	8/24/2009	Change union name from Laborers International Union/Illinois State Employees Association, Local 2002 – Service Employees International Union, Local 73
S-AC-10-003	Village of Mundelein	International Brotherhood of Teamsters, Local 700	4/5/2010	Change union name from International Brotherhood of Teamsters, Local 714 to International Brotherhood of Teamsters, Local 700
S-AC-10-005	Village of Beecher (Police Department)	International Brotherhood of Teamsters, Local 700	4/5/2010	Change union name from International Brotherhood of Teamsters, Local 714 to International Brotherhood of Teamsters, Local 700

S-AC-10-007	Mundelein Park and Recreation District	International Brotherhood of Teamsters, Local 700	4/5/2010	Change union name from International Brotherhood of Teamsters, Local 726 to International Brotherhood of Teamsters, Local 700
L-AC-10-009	County of Cook and Chief Judge of the Circuit Court of Cook County	American Federation of State County and Municipal Employees, Council 31	4/21/2010	Originally certified as L-RC-07-029. Jurisdiction transferred to Chief Judge of the Circuit Court of Cook County
S-AC-10-001				
L-AC-10-008	County of Cook and Chief Judge of the Circuit Court of Cook County	American Federation of State County and Municipal Employees, Council 31	4/21/2010	Jurisdiction transferred to Chief Judge of the Circuit Court of Cook County. Caseworker II, III, IV at Juvenile Temporary Detention Center
S-AC-10-009	Village of Monee (Police Department)	International Brotherhood of Teamsters, Local 700	5/18/2010	Change union name from International Brotherhood of Teamsters Local 726 to International Brotherhood of Teamsters, Local 700
S-AC-10-011	Village of Monee (Public Works)	International Brotherhood of Teamsters, Local 700	5/18/2010	Change union name from International Brotherhood of Teamsters Local 726 to International Brotherhood of Teamsters, Local 700
S-AC-10-013	Village of South Holland	International Brotherhood of Teamsters, Local 700	6/4/2010	Change union name from International Brotherhood of Teamsters Local 714 to International Brotherhood of Teamsters, Local 700
S-AC-10-015	City of Highland Park (Police Department)	International Brotherhood of Teamsters, Local 700	6/4/2010	Change union name from International Brotherhood of Teamsters Local 714 to International Brotherhood of Teamsters, Local 700
S-AC-10-017	Village of Maywood (Police Department)	International Brotherhood of Teamsters, Local 700	6/4/2010	Change union name from International Brotherhood of Teamsters Local 714 to International Brotherhood of Teamsters, Local 700
S-AC-10-019	City of Highland Park (Police Department)	International Brotherhood of Teamsters, Local 700	6/4/2010	Change union name from International Brotherhood of Teamsters Local 714 to International Brotherhood of Teamsters, Local 700
S-AC-10-021	Village of Mokena (Police Department)	International Brotherhood of Teamsters, Local 700	6/4/2010	Change union name from International Brotherhood of Teamsters Local 714 to International Brotherhood of Teamsters, Local 700
L-AC-10-010	City of Chicago	International Brotherhood of Teamsters Local 700	6/22/2010	Change union name from International Brotherhood of Teamsters Local 726 to International Brotherhood of Teamsters, Local 700
L-AC-10-012	Chicago Transit Authority	International Brotherhood of	6/22/2010	Change union name from

REVOCATION OF PRIOR CERTIFICATION

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Case Number	Employer	Labor Organization	Date Certified	Unit Type
S-DD-10-002	Village of Southern View	Illinois FOP Labor Council	7/7/2009	S-RC-08-134 Sworn Police Officers
S-DD-10-001	Village of Hampshire	International Union of Operating Engineers, Local 150, AFL-CIO	8/14/2009	S-RC-05-161 Utility Billing Clerk, Operator, Chief Operator, Streets Technician I & II, Assistant Superintendent of Streets
S-RC-06-089	Village of South Holland (Police Department)	International Brotherhood of Teamsters, Local 726	12/16/2009	S-RC-06-089 Sergeants and Lieutenants
S-DD-10-003	Village of Frankfort	International Brotherhood of Electrical Workers, Local 134	1/6/2010	S-RC-06-197 Residential Building Inspector, Commercial Building Inspector, Concrete Building Inspector, Landscaping Inspector, Building Inspector, Code Enforcement Inspector
S-UC-10-102	County of Marshall and County Clerk of Marshall County	Teamsters Local Union No.627	1/25/2010	Chief Deputy
S-DD-10-005	Village of Orland Hills (Police Department)	Teamsters Local 726	02/17/2010	S-RC-03-105 All Patrol Officers and Sergeants
S-DD-10-007	Village of Glenwood (Police Department)	State and Municipal Teamsters, Local 726	02/17/2010	S-RC-90-017 Sworn peace officers with the rank of Sergeant or below
S-DD-10-009	Village of Winfield (Police Department)	International Brotherhood of Teamsters, Local 714	3/8/2010	S-RC-05-125 All full-time sworn peace officers in the rank of Sergeant
S-DD-10-011	Village of Carpentersville (Fire Department)	Service Employees International Union, Local 73	3/18/2010	S-AC-99-095 All full-time Firefighters in the rank of Lieutenant and Firefighter
S-RC-06-015	Town of Cicero	Metropolitan Alliance of Police, Cicero Lieutenants Chapter No. 441	3/18/2010	All full-time sworn police officers in the rank of Lieutenant employed by the Town of Cicero
S-RC-06-175	Village of Hazel Crest	International Union of Operating Engineers, Local No. 150	3/18/2010	All peace officer within the ranks of Sergeant, including Patrol Sergeants and the Detective Sergeant
S-RC-09-111	Village of Plainfield	Illinois FOP Labor Council	4/6/2010	All full-time sworn police officers employed by the Village of Plainfield Police Department in the rank of Sergeant

S-DD-10-006	City of Roodhouse	International Union of Painters and Allied Trades District Council #58	5/4/2010	S-UC-08-144 Public Works Department employees
S-DD-10-008	City of Grafton	Chauffeurs, Teamsters, Warehousemen & Helpers, Local Union 525, IBT	5/19/2010	All Police Officers of the Grafton Police Department of all ranks.
S-DD-10-013	Village of Bellwood	American Federation of State, County & Municipal Employees, Council 31	6/14/2010	S-RC-97-051 Clerk, Water Clerk, Payroll Clerk, Meter Reader, Inspector, part-time Dispatchers, full-time Custodian, full time Public Safety Inspectors

BOARD DECISIONS AND ORDERS ISSUED

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Case Number	Parties	Date Issued
S-UC-08-007	Palatine Fire Fighters, IAFF Local 4588 and Village of Palatine	07/23/2009
S-UC-08-210	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, DCMS	7/27/2009
S-RC-09-104	Illinois FOP Labor Council and County of Pulaski and Sheriff of Pulaski County and Laborers International Union of North America Local No. 773	7/28/2009
S-RC-08-152	State of Illinois, DCMS (Corrections, Juvenile Justice and Human Services) and laborers International Union/Illinois State Employees Association, Local 2002 and Service Employees International Union, Local 73	7/29/2009
S-RC-09-002	State of Illinois, DCMS and American Federation of State, County & Municipal Employees, Council 31 and Laborers International Union/Illinois State Employees Association	7/29/2009
S-RC-08-044	State of Illinois, DCMS and American Federation of State, County & Municipal Employees, Council 31	7/30/2009
S-CA-08-203	Wood Dale Professional Fire Fighters Association, IAFF Local 3594 and Wood Dale Fire Protection District	9/4/2009
S-CA-07-231	International Association of Fire Fighters, Local 2392 and Village of Villa Park	8/26/2009
S-RC-08-024	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, DCMS	8/27/2009
S-CA-05-217	Urszula T. Panikowski and PACE Northwest Division	9/4/2009
L-CA-09-024	Local 8A-28A and Chicago Transit Authority	9/4/2009
S-RC-09-124 S-RC-09-180	Laborers' International Union, Illinois State Employees Association, Local 2002 and American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, DCMS	10/07/2009
S-RC-09-084	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, DCMS	10/14/2009
S-RD-09-003	Anthony Szmergalski and Park Ridge Park District and Service Employees International Union, Local 73	10/30/2009
S-UC-08-013	City of North Chicago and North Chicago Fire Fighters Association, IAFF Local 3271	11/6/2009
S-RC-07-048	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, DCMS; and	11/6/2009
S-RC-08-074	Illinois State Employees Association, Laborers' International Union, Local 2002 and Service Employees International Union, Local 73 and State of Illinois, DCMS	
S-CA-07-085	International Association of Fire Fighters, Local 95 and Village of Oak Park	11/23/2009

S-CA-09-058	Gina P. Yurevich and State of Illinois, Department of Central Management Services (Human Services) and	12/2/2009
S-CA-09-062	Michelle Pugh and State of Illinois, Department of Central Management Services (Human Services)	
S-CA-09-220	Debra Braxton and State of Illinois	12/16/2009
S-CB-09-036	Debra Braxton and Service Employees International Union, Local 880	
S-CA-08-188	American Federation of State, County & Municipal Employees, Council 31 and City of East Moline	12/16/2009
S-CB-08-006	City of Pekin and Illinois FOP Labor Council	12/16/2009
S-CB-08-012	Sheila Leggette and American Federation of State, County & Municipal Employees, Council 31	12/16/2009
S-RC-08-036	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services and Illinois State Employees Association, Laborers' International Union, Local 2002 and Service Employees International Union, Local 73	12/23/2009
L-RC-09-012	Chicago Joint Board, Local 2000, Retail, Wholesale, Department Store Union and County of Cook	1/28/2010
S-RC-09-057	Village of Oak Brook and Metropolitan Alliance of Police, Oak Brook Police Sergeants Chapter #534	2/1/2010
L-CA-08-015	Metropolitan Alliance of Police, Chapter No. 261 and County of Cook and Sheriff of Cook County	3/11/2011
L-CB-09-013	Adam Gold, <i>et al.</i> and Service Employees International Union, Local 73	5/4/2010
L-CB-09-064	Michelle Gardner and Amalgamated Transit Union, Local 308	5/4/2010
S-RC-10-027	Illinois FOP Labor Council and Village of Willowbrook	5/4/2010
S-CA-10-022	Magdalena M. Surowka and State of Illinois, Department of Central Management Services	5/4/2010
S-UC-08-460	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services	5/4/2010
S-RC-08-048	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services	5/5/2010
S-CA-09-037	Christine Johnson and First Transit/River Valley Metro	5/5/2010
L-CA-09-042	Deborah Threlkeld and County of Cook (John H. Stroger, Jr. Hospital; and Deborah Threlkeld and American Federation of State, County & Municipal	5/6/2010
L-CB-09-023	Employees, Council 31, Local 1276	
S-RC-10-046	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services (Illinois Commerce Commission)	5/6/2010
L-CA-07-049	Service Employees International Union, Local No. 73 and County of Cook	5/13/2010

L-AC-10-006 L-UC-10-001 L-RC-10-001	International Brotherhood of Electrical Workers, Local 21 and City of Chicago and Service Employees International Union, Local 73	5/13/2010
L-CB-06-035	Carmelthia Otis, <i>et al</i> and Chicago Joint Board, Local 200, Retail, Wholesale and Department Store Union	5/19/2010
S-RC-09-196	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services	5/28/2010
S-RC-10-049	Metropolitan Alliance of Police, Barrington Hills Police Chapter 576 and Village of Barrington Hills (Police Department)	5/28/2010
L-CB-08-012	Michael Lyman and Chicago Fire Fighters Union, Local No. 2	5/28/2010
L-CB-09-020	Kelvin Brown and Amalgamated Transit Union, Local 241	5/28/2010
S-RC-09-196	State of Illinois, Department of Central Management Services and American Federation of State, County and Municipal Employees, Council 31	05/28/2010

GENERAL COUNSEL ORDERS ISSUED

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Case Number	Parties	Date Issued
S-CA-08-125	Belvidere Fire Department Officers and City of Belvidere	7/16/2009
S-CA-09-025	Chicago Regional Council of Carpenters & State of Illinois, DCMS (Juvenile Justice)	7/16/2009
S-CA-08-007	Libertyville Firefighters, IAFF Local 3892 and Village of Libertyville	7/16/2009
S-RC-09-051	Village of Fox Lake and Illinois FOP Labor Council	7/16/2009
S-CA-05-106	Policemen's Benevolent labor Committee and City of Bloomington	8/26/2009
S-CA-07-119	Metropolitan Alliance of Police, Chapter No. 483 and Village of Hawthorne Woods	8/26/2009
S-CA-09-001	Markham Professional Fire Fighters Association, IAFF Local 3209 and City of Markham	8/26/2009
L-RC-08-029	American Federation of State, County & Municipal Employees, Council 31 and County of Cook, Office of the Cook County Public Defender	8/26/2009
S-UC-09-142 S-UC-09-144 S-UC-09-176 S-UC-09-178 and	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services and	9/29/2009
S-UC-09-146 S-UC-09-148	Illinois State Employees Association, Laborers International Union, Local 2002 and State of Illinois, Department of Central Management Services	
S-RC-09-065	Service Employees International Union, Local 73 and County of McHenry	9/29/2009
S-CA-08-139	Policemen's Benevolent Labor Committee and Village of Dolton	9/29/2009
S-RC-08-112	Illinois State Employees Association, Laborers International Union, Local 2002 and State of Illinois, Department of Central Management Services; and	9/29/2009
S-RC-09-158	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services	
L-CA-09-086	Service Employees International Union, Local No. 73 and City of Chicago	9/29/2009
L-RC-09-002	Service Employees International Union, Local 73 and City of Chicago, Department of Animal Care and Control	10/9/2009
S-RC-10-013	Palos Heights Fire Fighters Association, Local 4254, IAFF and Palos Heights Fire Protection District	10/9/2009
S-RC-09-108 S-RC-09-110	Illinois State Employees Association, Laborers International Union, Local 2002 and State of Illinois, Department of Central Management Services	11/20/2009

S-UC-08-104	American Federation of State, County & Municipal Employees, Council 31 and State of Illinois, Department of Central Management Services	11/20/2009
S-UC-08-023	Village of Richmond and International Brotherhood of Electrical Workers, Local 196	12/10/2009
S-UC-08-144	City of Roodhouse and International Union of Painters & Allied Trades District Council #58 AFL-CIO, CLC	12/10/2009
L-RC-08-039	American Federation of State, County & Municipal Employees, Council 31 and County of Cook (Oak Forest Hospital)	2/25/2010
S-CA-08-251	International Brotherhood of Electrical Workers, Local 196 & City of Savanna	02/24/2010
S-CA-08-285	International Brotherhood of Electrical Workers, Local 196 & Village of Richmond	02/24/2010
S-CA-06-220 S-CA-06-188	Policemen's Benevolent Labor Committee & City of East Peoria (Police Department)	02/24/2010
S-RC-09-087	Village of Bolingbrook and American Federation of State, County & Municipal Employees, Council 31; and	02/24/2010
S-RC-09-049	Village of Bolingbrook and Metropolitan Alliance of Police, Bolingbrook Professionals Chapter #522 and American Federation of State, County & Municipal Employees, Council 31	
S-RC-09-079	Village of Flossmoor and Illinois Fraternal Order of Police Labor Council	2/24/2010
S-RC-10-005	Village of Lakemoor and International Union of Operating Engineers, Local 150, AFL-CIO	2/24/2010
L-CA-05-047	Carol Bruno & County of Cook, Sheriff of Cook County	4/1/2010
S-CA-07-095	Metropolitan Alliance of Police Chapter No. 6 and Village of Romeoville	4/14/2010
S-UC-06-090	State of Illinois, Department of Central Management Services & American Federation of State, County & Municipal Employees, Council 31	4/14/2010
S-CA-08-109	International Brotherhood of Teamsters Local 325 & Village of Roscoe	4/14/2010
S-CA-07-035	Association of Professional Police Officers & City of Aurora	4/14/2010
S-RC-10-174	State of Illinois, Department of Central Management Services and American Federation of State, County & Municipal Employees, Council 31	5/11/2010
S-CA-07-257	International Union of Operating Engineers, Local 150, AFL-CIO & City of Chicago Heights	5/11/2010
S-RC-09-194	County of Madison (9-1-1 Department) and American Federation of State, County & Municipal Employees, Council 31	6/8/2010

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