

BEFORE
JAMES R. COX
INTEREST ARBITRATOR

Governors State University

and

ILRB CASE S-MA-11-012

Illinois FOP Labor Council

FINAL DECISION AND AWARD

The Hearing in this Interest Arbitration between Governor State University and Illinois Fraternal Order of Police Labor Council was conducted in the University Library Conference Room in University Park, Illinois January 19, 2011. Attorney Jeffery Burke represented the Union and Attorney Mark Bennett represented Governors State University.

All procedural prerequisites for Interest Arbitration had been met. This matter was properly placed before me for final and binding determination. My findings are based upon applicable factors set forth in Section 14(h) and other applicable provisions of the Illinois Labor Relations Act.

THE ISSUES

All written Tentative Agreements reached during the course of negotiations are incorporated by reference into this Award and shall become a part of the new Labor Agreement. There were three remaining issues upon which the parties had reached impasse - Contract Duration, Wages and Educational Incentive. Following the presentation of evidence, these issues were discussed with the Arbitrator. The following agreements have been reached.

Contract Duration

The Parties July 1, 2006 Labor Agreement expired June 30, 2009. There is a pattern of three year Agreements in comparable Units. Considering current economic conditions, there shall be a new Labor Agreement effective July 1, 2009. Section 1, Article XXIV of that Agreement shall read:

“This Collective Bargaining Agreement shall become effective at the opening of business July 1, 2009 and remain in effect through June 30, 2012. It shall automatically be renewed thereafter from month to month unless either party notifies the other by registered or certified mail at least ten (10) days prior to the date it desires to terminate this Agreement.”

Wage Adjustments

The Wage Schedule set forth in Addendum "A" Wages shall be modified to provide the following wage increases:

Effective July 1, 2009 0%
Effective July 1, 2010 2%
Effective July 1, 2011 3%

Increases to Employee' wages as reflected above will be implemented within two (2) pay periods following approval of the Collective Bargaining Agreement by the Governors State University Board of Trustee. Retroactive payments shall be made no later than October 31, 2011.

Educational Incentive

The Status Quo on this issue shall be retained.

AWARD SUMMARY

Having considered the evidence and positions of the parties in accordance with applicable Statutory Criteria, I have made the determinations set forth above on each issue. The Governors State University/ Illinois FOP Labor Council Collective Bargaining Agreement shall be modified to incorporate these determinations as well as all Tentative Agreements previously agreed upon by the parties during the Negotiations. I will retain jurisdiction for 60 calendar days to resolve any dispute with respect to implementation of this Award.

James R. Cox

Arbitrator

Issued this 23th day of August 2011

