

STATE OF ILLINOIS
ILLINOIS LABOR RELATIONS BOARD
LOCAL PANEL

Pamela Mercer,)	
)	
Charging Party)	
)	
and)	Case No. L-CA-12-010
)	
County of Cook/Sheriff of Cook County,)	
)	
Respondent)	

**DECISION AND ORDER OF THE ILLINOIS LABOR RELATIONS BOARD
LOCAL PANEL**

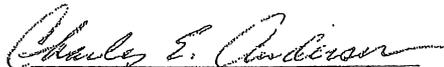
On January 5, 2012, Executive Director John F. Brosnan dismissed an unfair labor practice charge filed by Pamela Mercer (Charging Party) in the above-captioned case. The Charging Party alleged that the County of Cook and Sheriff of Cook County (Respondent) engaged in unfair labor practices within the meaning of Section 10(a)(1) of the Illinois Public Labor Relations Act, 5 ILCS 315/10(a)(1) (2010), by issuing a subsequently rescinded verbal reprimand, by directing her to follow unethical and unlawful orders and, when she challenged such direction, by removing her from a shift commander assignment. The Executive Director dismissed the charges, finding no evidence of a causal link between alleged protected activity and alleged adverse employment actions.

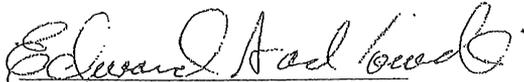
The Charging Party filed a timely appeal of the Executive Director's Dismissal pursuant to Section 1200.135(a) of the Board's Rules and Regulations, 80 Ill. Admin. Code §1200.135(a). The Respondent filed no response. After reviewing the record and appeal, we uphold the Executive Director's Dismissal. Charging Party's allegations concerning her attempts to firmly enforce institutional procedures against her subordinates do not concern activity protected under the Illinois Public Labor Relations Act, cf. Meyers Industries, 281 NLRB 882, 888 (1986)

(applying similar protections in the National Labor Relations Act), and as the Executive Director found, for those allegations that may concern activity protected under the Act, there is no evidence of a causal connection to adverse employment action. We also fail to see evidence that any similarly situated employee, i.e., an employee who had enforced institutional policies as strictly as Charging Party, was treated more favorably than Charging Party.

BY THE LOCAL PANEL OF THE ILLINOIS LABOR RELATIONS BOARD


Robert M. Gierut, Chairman


Charles E. Anderson, Member


Edward E. Sadlowski, Member

Decision made at the Local Panel's public meeting in Chicago, Illinois, on May 15, 2012; written decision issued at Chicago, Illinois, May 29, 2012.

STATE OF ILLINOIS
ILLINOIS LABOR RELATIONS BOARD
LOCAL PANEL

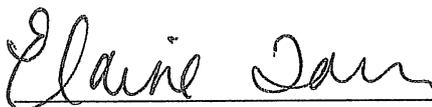
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AFFIDAVIT OF SERVICE

I, Elaine Tarver, on oath state that I have this 29th day of May, 2012, served the attached **DECISION AND ORDER OF THE ILLINOIS LABOR RELATIONS BOARD LOCAL PANEL** issued in the above-captioned case on each of the parties listed herein below by depositing, before 5:00 p.m., copies thereof in the United States mail at 100 W Randolph Street, Chicago, Illinois, addressed as indicated and with postage prepaid for first class mail.

Gregory Vaci
State's Attorney Office
500 Richard J Daley Center
Chicago, Illinois 60601

Michael Greco
Attorney at Law
70 W Hubbard Street, Suite 302
Chicago, Illinois 60654



SUBSCRIBED and SWORN to
before me this **29th day**
of **May, 2012.**



NOTARY PUBLIC

