

**STATE OF ILLINOIS  
ILLINOIS LABOR RELATIONS BOARD  
LOCAL PANEL**

American Federation of State, County and	)	
Municipal Employees, Council 31, AFL-CIO,	)	
	)	
Petitioner	)	
	)	
and	)	Case No. L-RC-11-009
	)	
County of Cook,	)	
	)	
Employer	)	

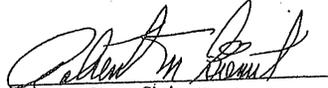
**DECISION AND ORDER OF THE ILLINOIS LABOR RELATIONS BOARD  
LOCAL PANEL**

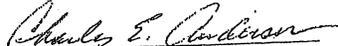
On October 19, 2011, Administrative Law Judge (ALJ) Martin Kehoe issued a Recommended Decision and Order (RDO) finding that four employees of the County of Cook (Employer) in the title of Building Custodian I (BCI) were not supervisors within the meaning of Section 3(r) of the Illinois Public Labor Relations Act, 5 ILCS 315 (2010) as amended, and that their positions should be added to the existing bargaining unit certified in Case No. L-UC-08-011 represented by the American Federation of State, County and Municipal Employees, Council 31 (Petitioner).

The Employer filed timely exceptions pursuant to Section 1200.135 of the Rules and Regulations of the Illinois Labor Relations Board, 80 Ill. Admin. Code Parts 1200 through 1240, and the Petitioner filed a timely response. After reviewing the record, exceptions and response we hereby uphold the RDO for the reasons set forth by the ALJ with one slight modification. We agree with the ALJ's finding that the BCIs do not exercise supervisory authority to discipline, not because written reprimands which may impact future levels of discipline do not

constitute discipline, but solely because the testimony, when considered as a whole, shows the BCIs do not exercise independent authority with respect to discipline.

**BY THE ILLINOIS LABOR RELATIONS BOARD, LOCAL PANEL**

  
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 December 6, 2011;  
written decision issued at Chicago, Illinois, December 23, 2011.

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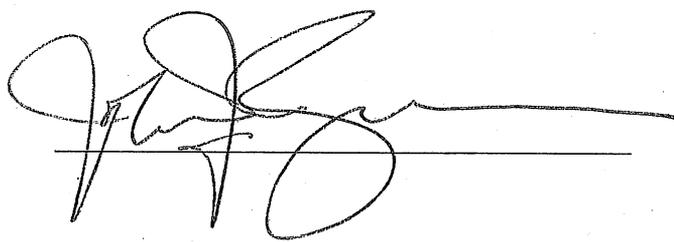
Case Nos. L-RC-11-009

**AFFIDAVIT OF SERVICE**

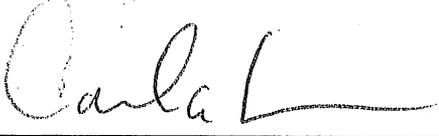
I, John F. Brosnan, on oath state that I have this 23rd day of December, 2011, served the attached **BOARD DECISION OF THE ILLINOIS LABOR RELATIONS BOARD LOCAL PANEL** issued in the above-captioned case on each of the parties listed herein below by depositing, before 5:00 p.m., copies thereof in the United States mail at 100 W Randolph Street, Chicago, Illinois, addressed as indicated and with postage prepaid for first class mail.

Jacob Pomeranz  
Cornfield & Feldman  
25 East Washington Street, Suite 1400  
Chicago, IL 60602

Gregory Vaci  
State's Attorney of Cook County, Illinois  
500 Richard J. Daley Center  
Chicago, IL 60602



**SUBSCRIBED and SWORN to**  
before me this 23rd day  
of December, 2011.



**NOTARY PUBLIC**

