

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

Mary Levy,)	
)	
Charging Party)	
)	
and)	Case Nos. S-CB-13-041 &
)	S-CB-14-017
Service Employees International Union,)	
Local 73,)	
)	
Respondent)	

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

On June 13, 2013, Executive Director Melissa Mlynski dismissed the charge in Case No. S-CB-13-041, filed by Mary Levy (Charging Party or Levy) on April 16, 2013 against Service Employees International Union, Local 73 (Respondent or SEIU or Union). On April 21, 2014, the Executive Director dismissed the charge in Case No. S-CB-14-017, filed by Levy on January 9, 2014 against SEIU. Both charges allege that SEIU engaged in unfair labor practices within the meaning of Section 10(b) of the Illinois Public Labor Relations Act (Act), 5 ILCS 315 (2012).¹ The first charge alleges that SEIU and its agents engaged in a campaign to force Levy to quit her position so that they could choose her replacement. In her charge, Levy references the Union's grievance on behalf of the incumbent employee, which the Union alleged used to try and achieve that end. The second charge alleges the same. More specifically, it alleges that

¹ In relevant part, Sections 10(b) of the Act provides as follows:
Sec. 10. Unfair labor practices.

(b) It shall be an unfair labor practice for a labor organization or its agents:

(1) to restrain or coerce public employees in the exercise of the rights guaranteed in this Act, provided,

iii. that a labor organization or its agents shall commit an unfair labor practice under this paragraph in duty of fair representation cases only by intentional misconduct in representing employees under this Act.

SEIU did not fairly represent Levy's interests with respect to the hostile work environment or with respect to the dispute concerning the Village of Maywood's (Employer's or Village's) decision to hire her into the Collections Specialist position. These charges encompass the Union's decision to file a grievance adverse to Levy's interests and its alleged refusals to file grievances in support of Levy's interests. Levy asserts that the basis for the Union's discriminatory conduct is her age (59) and her sex.

The Executive Director dismissed Levy's first charge (S-CB-13-041), reasoning that the Charging Party did not provide any evidence that the source of the Charging Party's conflict with the Union stemmed from the Union's desire to control the employee selection process. The Executive Director dismissed Levy's second charge (S-CB-14-017), reasoning that the Charging Party presented no evidence that the Union engaged in intentional misconduct. The Executive Director noted that the Union had the right to challenge the Village's decision to hire Levy if it believed that the Village's action in this regard violated the parties' agreement. She also noted that there was no evidence that the Union took such action because the Union had a bias towards younger bargaining unit members who had more years of service than Levy.

On April 30, 2014, the Charging Party filed an appeal of both charges pursuant to Section 1200.135 of the Board's Rules and Regulations. 80 Ill. Admin. Code 1200.135. She asserts that she is an employee in good standing. She attached additional evidence of hostile statements made about her by the Union President and by bargaining unit members.² Finally, the Charging Party claims that the Union fiercely represented other employees' grievances but did not process

² These include the following statements drawn from text messages sent by Union President Weaver, and forwarded to Levy by Receptionist Heather Stokes: "Dawn can't work with Mary[,] she starts to[o] much for her to work with Mary period"; "we won't put [D]awn upstairs with Mary. She lies and start[s] to[o] much against [D]awn[,] it's not fair"; and "if Mary was nice to [D]awn then [D]awn would work upstairs."

hers. Specifically, she claims that Union President John Weaver failed to process her grievances and told other union officials not to process them either.

On May 8, 2014, the Union filed a response, asserting that Levy's exceptions to the first charge are untimely and that her exceptions to the second are meritless. The Union asserts that Levy cannot raise issues of fact by simply noting that Union stewards were hostile toward her. Further, the Union states that Levy never made a request for representation or brought anything to the Union's attention that could arguably constitute a grievance. Assuming that she had, the Union concludes that it would have been well within its rights to refuse to file a grievance on Levy's behalf, given the nature of the complaints described by Levy in her charge.³

For the reasons set forth below, we affirm the Executive Director's dismissal of Case No. S-CA-14-017, but decline to address the dismissal in Case No. S-CA-13-041 because the Charging Party's exceptions are untimely filed.

1. Facts

The Charging Party began her employment with the Village of Maywood (Village) in February 2007. Her position was included in a bargaining unit represented by SEIU. In 2010, the Village laid off the Charging Party for financial reasons. The Charging Party's recall rights expired.

On August 24, 2012, the Village rehired the Charging Party into the position of Collection Specialist.⁴ In response, the Union filed a grievance on behalf of a more senior employee alleging that the Village violated the seniority provision of the parties' collective

³ The Union's response also warns the Charging Party against filing frivolous charges and advises her that the Union will seek sanctions against her for future frivolous litigation. We wish to reiterate that, notwithstanding the statements in the Union's response, employees including Ms. Levy have the right to file charges with the Board. If there is an allegation that a charge is frivolous then we will consider that under the appropriate rules and regulations. See 80 Ill. Admin. Code 1220.90.

⁴ This position is also referred to as Parking Specialist.

bargaining agreement by hiring Levy for that position. The grievance proceeded to arbitration and was ultimately denied.

On October 22, 2012, the Union filed an unfair labor practice charge against the Village, alleging that the Village retaliated against bargaining unit member Dawn Rone by refusing to promote her to the Collections Specialist position and choosing a less senior employee (Levy) instead.

On November 21, 2012, Levy contacted Union representative Nick Carone to complain that Union Representative Larrain Waller made hostile statements towards her and refused to represent her. In that same email, Levy asked SEIU to officially investigate Waller's conduct.

On February 4, 2013, Levy asked SEIU to file a grievance on her behalf against union members for bullying and harassment and asked the Union to investigate Union representatives Waller and Weaver. Carone forwarded Levy's complaint to SEIU Division Leadership.

2. Discussion and Analysis

As a preliminary matter, we note that the Charging Party's exceptions in Case No. S-CB-13-041 are untimely, filed nearly 10 months after the due date.⁵ As such, we address only the Charging Party's exceptions in Case No. S-CA-14-017.

For the reasons set forth below, we find that the Executive Director properly dismissed the charge in Case No. S-CA-14-017 in its entirety.

Two of the allegations in that charge are untimely because they address matters that were the subject of the Charging Party's earlier charge, filed more than six months prior to the date of

⁵ The Board's rules provide that appeals from Executive Director's Orders must be filed "no later than 10 days after service of the Executive Director's order." 80 Ill. Admin. Code 1200.135(a). Service of the Dismissal on the Charging Party was presumed complete on June 16, 2013. 80 Ill. Admin. Code 1200.30(c). Instead of filing by June 26, 2013, as required, the Charging Party filed her exceptions the following year on April 30, 2014.

the one at hand. Pursuant to Section 11(a) of the Act, “no complaint shall issue based upon any unfair labor practice occurring more than six months prior to the filing of a charge with the Board...unless the person aggrieved thereby did not reasonably have knowledge of the alleged unfair labor practice.” In other words, the six month limitations period begins to run when a charging party has knowledge of the alleged unlawful conduct or reasonably should have known of it. Moore v. Ill. State Labor Rel. Bd., 206 Ill. App. 3d 327, 335 (4th Dist. 1990); Serv. Empl. Int’l Union. Local 46 (Evans), 16 PERI ¶¶3020 (IL LLRB 2000). Here, the Charging Party knew of the Union’s alleged creation of a hostile work environment and the Union’s decision to file a grievance adverse to the Charging Party’s interests at least as early as April 16, 2013, the date on which she filed her first charge. The allegations in the Charging Party’s second charge, which assert a violation of the Act on the same grounds as set forth in the first, are therefore untimely and properly dismissed.

The remaining two allegations are not supported by sufficient evidence to raise issues of fact or law for hearing. Section 10(b)(1) of the Act provides “that a labor organization or its agents shall commit an unfair labor practice . . . in duty of fair representation cases only by intentional misconduct in representing employees under this Act.” Because of the intentional misconduct standard, demonstration of a breach of the duty to provide fair representation, and a violation of Section 10(b)(1), requires a charging party to “prove by a preponderance of the evidence that: (1) the union's conduct was intentional, invidious and directed at charging party; and (2) the union's intentional action occurred because of and in retaliation for some past activity by the employee or because of the employee's status (such as race, gender, or national origin), or animosity between the employee and the union's representatives (such as that based upon personal conflict or the employee's dissident union practices).” Metro. Alliance of Police v. Ill.

Labor Relations Bd., Local Panel, 345 Ill. App. 3d 579, 588 (1st Dist. 2003). To prove unlawful discrimination, which is necessary to establish the second element of a Section 10(b)(1) violation, a charging party must demonstrate, by a preponderance of evidence, that: (1) the employee has engaged in activities tending to engender the animosity of union agents or that the employee's mere status, such as race, gender, religion or national origin, may have caused animosity; (2) the union was aware of the employee's activities and/or status; (3) there was an adverse representation action taken by the union; and (4) the union took an adverse action against the employee for discriminatory reasons, i.e. because of animus towards the employee's activities or status. Id. at 588-89.

a. Union's Alleged Refusal to File a Grievance on Behalf of the Charging Party

The Executive Director properly dismissed the portion of the charge that alleges the Union unlawfully refused to file a grievance on the Charging Party's behalf to address complaints over her workload and/or her duties.

Addressing the first two prongs of the test, we find that the Charging Party engaged in activities tending to engender the animosity of union agents and that the Union knew of them because the Charging Party reported union agents' conduct to the Union on November 21, 2012. Licensed Practical Nurses Ass'n of Ill. (Bottom), 23 PERI ¶ 116 (IL LRB-SP 2007)(employee engaged in activities tending to engender animosity of Union agents when she criticized and reported Union agents to the Union).

However, there is no evidence that the Union took an adverse representation action against Levy by refusing to file a grievance on her behalf with respect to her workload or duties. The email chain Levy filed with the Board does not provide support for Levy's assertion that she made an express or implied request for representation concerning these matters. Indeed, it omits

the most important part of the correspondence—Levy’s initial email to Union Representative Carone. Although the subject line, “Pam [Jefferson] grievance,” indicates that Levy commented on that grievance, the absence of Levy’s initial email makes it difficult to ascertain Levy’s intent in sending it. Carone’s response sheds no light on the matter because it merely comments on the Employer’s action⁶ and apprises Levy of the Union’s willingness to file grievances on her behalf.⁷

Levy’s own understanding that she made a request for representation does not does not substitute for evidence that she did so because it is well-established that “the Union cannot be expected to read its members' minds.” Am. Fed. of State, Cnty. and Mun. Empl., Council 31, (Robertson), 18 PERI ¶ 2014 (IL LRB-SP 2002). In turn, we cannot assume that Levy’s words conveyed a complaint that triggered the Union’s representational duties where we cannot make our own assessment of Levy’s statements and where the Union never expressed a clear denial of any purported request.

Consequently, we affirm the Executive Director’s dismissal of this alleged refusal to represent where the Charging Party did not introduce evidence of an express, or clearly implied, request for such representation.

b. Union’s Representation of Charging Party Regarding the Alleged Hostile Work Environment

The Executive Director properly dismissed Levy’s allegation that the Union breached its duty of fair representation by refusing to file a grievance on Levy’s behalf against Union members for bullying and harassment.

⁶ “The Union does not dictate what action the employer takes[;] we enforce the contract.”

⁷ “If you feel like you are being discriminated against, the Union will file any charges and grievances on your behalf in accordance with the Union contract against your employer.

As noted above, the Charging Party submitted sufficient evidence with respect to the first two prongs of the test.

However, the Charging Party did not raise issues of fact to suggest that the Union took an adverse representation action against Levy because there is no evidence that the duty of fair representation attached with respect to Levy's request for representation in this instance.

The duty of fair representation attaches only when the union possesses the exclusive means by which an aggrieved employee can obtain a particular remedy. SEIU Local 1021 (Fidel), 36 PERC ¶ 92 (CA PERB 2011). The union does not have a duty to represent an employee with respect to extra-contractual proceedings that are not within the scope of a CBA. Id. Indeed, the contract itself reflects these tenets because it defines a grievance as a "complaint arising under...[the] Agreement...against the Village involving an alleged violation, misinterpretation or misapplication of a specific provision of this Agreement, or with respect to the inequitable application of the Rules and Regulations, general orders or policies and procedures of the Village."

Here, Levy has not shown that her claim of discrimination and harassment against other employees arises out of the Employer's conduct and its alleged misinterpretation or misapplication of the contract, rules, or policies. Absent such evidence, the duty of fair representation does not attach with respect to this particular request for representation.

In sum, we affirm the Executive Director's dismissal of the charge in Case No. S-CB-14-017.

BY THE STATE PANEL OF THE ILLINOIS LABOR RELATIONS BOARD

/s/ John J. Hartnett
John J. Hartnett, Chairman

/s/ Paul S. Besson

Paul S. Besson, Member

/s/ James Q. Brennwald

James Q. Brennwald, Member

/s/ Albert Washington

Albert Washington, Member

Decision made at the State Panel's public meeting in Springfield, Illinois on June 3, 2014, written decision issued in Chicago, Illinois on June 18, 2014.

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

Mary Levy,)	
)	
Charging Party)	
)	
and)	Case No. S-CB-13-041
)	
Service Employees International Union, Local 73,)	
)	
Respondent)	

DISMISSAL

On April 16, 2013, Mary Levy (Charging Party or Levy) filed a charge in Case No. S-CB-13-041 with the State Panel of the Illinois Labor Relations Board (Board), in which she alleged that the Services Employees International Union, Local 73 (Respondent or Union) engaged in unfair labor practices within the meaning of Section 10(b) of the Illinois Public Labor Relations Act, 5 ILCS 315 (2010) *as amended* (Act). After an investigation conducted in accordance with Section 11 of the Act, I determined that the charge fails to raise an issue of law or fact sufficient to warrant a hearing and issue this dismissal for the following reasons.

I. INVESTIGATORY FACTS AND POSITION OF THE CHARGING PARTY

The Village of Maywood employs the Charging Party as a Collections Specialist. As such, she is included in a bargaining unit represented by the Respondent. Generally, the charge alleges that bargaining unit members and union officers have engaged in a campaign to force her to quit her position. Levy alleges that Respondent's motive for doing so is because the Respondent wishes to select the person to occupy her position.

The Charging Party details a number of specific actions to show the animosity by other unit employees, including at least one that she identifies as a union steward. She specifically

alleges that members of the Respondent have sabotaged her work, and have lobbied the Employer to assign her tasks that are outside the parameters of her job description. Further, Levy asserts that she has requested that Respondent file a grievance on her behalf and investigate the behavior of the other employees. She maintains that the Union refused to represent her in this grievance.

By letter dated May 17, 2013, the Board agent assigned to the case requested that the Charging Party provide evidence to support a claim of intentional misconduct within the meaning of Section 10(b)(1) of the Act. The Board agent specifically requested that Levy provide support for the claim that Respondent's conduct was motivated by a desire to control the selection process. Further, the Board agent offered to schedule a telephone or face-to-face conference to discuss the Board's role and jurisdiction.

While Levy responded to the request, the additional evidence, via fax and e-mail, largely reiterated the claims and assertions found in the original charge. Although Levy did provide a grievance, supported by the Union, regarding extra duties assigned to an employee, the grievance was the one that confirmed the Employer's decision to assign the work to Levy. By letter dated June 4, 2013, the Board agent again requested Levy provide some support for the Respondent's alleged motive; including any agent of the Respondent telling Levy (or anyone else) that their problem with Levy is because they had another candidate, or believed that they should choose a specific person to fill a vacancy. Levy was again offered an opportunity to schedule a telephone or face-to-face conference to explain this position. However, Levy did not accept this offer and instead submitted an e-mail stating that she would stand on the merits of her allegations against the Union. The Board agent set Charging Party a final deadline of June 10, 2013 to respond to

the request for additional evidence against the Union. The Charging Party has not filed any additional evidence with the Board to date.

II. DISCUSSION AND ANALYSIS

Section 1220.40(a)(1) of the Board's Rules and Regulations, 80 Ill. Admin. Code, Sections 1200 through 1240, provides that "[t]he Charging Party shall submit to the Board or its agent all evidence relevant to or in support of the charge." This rule has been interpreted to allow the Executive Director to dismiss a case where a charging party has not complied with a request for evidence in support of a charge, or has not responded to a request for a written withdrawal. SEIU Local 880 (Kirk, et al.), 12 PERI ¶2006 (IL SLRB 1995), aff'd by unpub. order, 13 PERI ¶4008 (1996); State of Illinois, Department of Central Management Services (Department of Rehabilitation Services), 12 PERI ¶2005 (IL SLRB 1995), aff'd by unpub. order, 13 PERI ¶4008 (1996).

In the instant case, the Charging Party has provided a substantial amount of material demonstrating that there is an ongoing conflict between her and other employees. She theorizes that the source of this conflict was the Respondent's institutional desire to control the employee selection process. However, the Charging Party offered no evidence that supports this theory. While she clearly believes that the conduct is proof of the alleged motive, such is not the only possible explanation for the events. Absent some evidence that the source of this conflict is rooted in the motive claimed by the Charging Party, the available evidence is insufficient to raise an issue for hearing.

III. ORDER

Accordingly, the instant charge is hereby dismissed. The Charging Party may appeal this dismissal to the Board any time within 14 calendar days of service hereof. Such appeal must be

in writing, contain the case caption and numbers and must be addressed to the General Counsel of the Illinois Labor Relations Board, 160 North LaSalle Street, Suite S-400, Chicago, Illinois, 60601-3103. The appeal must contain detailed reasons in support thereof, and the Charging Party must provide it to all other persons or organizations involved in this case at the same time it is served on the Board. The appeal sent to the Board must contain a statement listing the other parties to the case and verifying that the appeal has been provided to them. The appeal will not be considered without this statement. If no appeal is received within the time specified, this dismissal will be final.

Issued in Chicago, Illinois, this 13th day of June, 2013.

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

A handwritten signature in black ink, appearing to read 'Melissa Mlynski', written over a horizontal line.

Melissa Mlynski, Executive Director

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

Mary Levy,)	
)	
Charging Party)	
)	
and)	Case No. S-CB-14-017
)	
Service Employees International Union, Local 73,)	
)	
Respondent)	

DISMISSAL

On January 9, 2014, Mary Levy (Charging Party) filed a charge in Case No. S-CB-14-017 with the State Panel of the Illinois Labor Relations Board (Board), in which she alleged that the Respondent, Service Employees International Union, Local 73 (Union) engaged in unfair labor practices within the meaning of Section 10(b) of the Illinois Public Labor Relations Act, 5 ILCS 315 (2012), *as amended* (Act). After an investigation conducted in accordance with Section 11 of the Act, I determined that the charge fails to raise an issue of law or fact sufficient to warrant a hearing and issue this dismissal for the following reasons.

I. INVESTIGATORY FACTS AND POSITION OF THE CHARGING PARTY

Charging Party is employed by the City of Maywood (City) as a Collections Specialist and is a member of a bargaining unit represented by Respondent. Respondent and the City are parties to a collective bargaining agreement that contains a grievance procedure culminating in arbitration.

Charging Party asserts that Union Representatives Nick Carone and John Weaver have failed to fairly represent her and have created hostility among her coworkers in the workplace.

Specifically, Charging Party claims she is being discriminated against because of her age (59 years old) and her gender. Charging Party has submitted numerous documents in the form of emails, letters, job postings and memorandums to document conflicts she has had with coworkers since she was hired as a Collections Specialist on or about August 24, 2012.

It appears that Charging Party had been previously employed by the City from February of 2007 to May of 2010, at which point she was laid off due to the City's financial conditions. At the time of her selection for the Collections Specialist position in 2012, the Charging Party's recall rights under the collective bargaining agreement had expired. Respondent filed a grievance on behalf of a more senior bargaining unit member challenging the City's selection of Charging Party to fill the Collections Specialist position. This grievance was submitted to arbitration but was denied in its entirety by Arbitrator Peter R. Meyers on May 28, 2013.

In addition, on October 22, 2012, the Union filed an unfair labor practice charge against the City, in Case No. S-CA-13-053, alleging that the City violated the Act by, among other things, bypassing a more senior applicant to fill the Collections Specialist position awarded to Charging Party. The Union asserts that the more senior applicant was bypassed in retaliation for her protected activity. The undersigned issued a Complaint in that case and the matter is currently set to go to hearing on April 29, 2014.¹

On April 16, 2013, Charging Party filed an unfair labor practice charge against the Respondent in Case No. S-CB-13-041. Similar to her current charge, in S-CB-13 041 the Charging Party claimed that bargaining unit coworkers and union officers had engaged in a campaign to force her to quit her position. Charging Party alleged that the Union objected to her being hired as an outside candidate to fill the Collection Specialist vacancy, and asserted that the

¹ In the Complaint, the position in question is referred to as "Parking Specialist," but it appears that this is the Collections Specialist position filled by the Charging Party.

Union wanted a current bargaining unit member to be selected for the position. This charge was dismissed by the undersigned on June 13, 2013, for lack of evidence to support a violation of the Act.

In the current charge, the Charging Party again details her belief that the Respondent and her coworkers do not want her to remain employed as the Collection Specialist and thus have created a hostile work environment to force her to resign her employment. Charging Party claims that the Respondent has not fairly represented her interests in the disputes over her being hired for the Collections Specialist position and the subsequent hostile working environment.

II. DISCUSSION AND ANALYSIS

Section 10(b)(1) of the Act provides “that a labor organization or its agents shall commit an unfair labor practice . . . in duty of fair representation cases only by intentional misconduct in representing employees under this Act.” Because of the intentional misconduct standard, demonstration of a breach of the duty to provide fair representation, and a violation of Section 10(b)(1), requires a charging party to “prove by a preponderance of the evidence that: (1) the union’s conduct was intentional, invidious and directed at charging party; and (2) the union’s intentional action occurred because of and in retaliation for some past activity by the employee or because of the employee’s status (such as race, gender, or national origin), or animosity between the employee and the union’s representatives (such as that based upon personal conflict or the employee’s dissident union practices).” Metro. Alliance of Police v. Ill. Labor Relations Bd., Local Panel, 345 Ill. App. 3d 579, 588 (1st Dist. 2003).

To prove unlawful discrimination, which is necessary to establish the second element of a Section 10(b)(1) violation, a charging party must demonstrate, by a preponderance of evidence, that: (1) the employee has engaged in activities tending to engender the animosity of union

agents or that the employee's mere status, such as race, gender, religion or national origin, may have caused animosity; (2) the union was aware of the employee's activities and/or status; (3) there was an adverse representation action taken by the union; and (4) the union took an adverse action against the employee for discriminatory reasons, i.e. because of animus towards the employee's activities or status. Id. at 588-89.

In the instant charge, the Charging Party has provided substantial documentation to support her claim that there is an ongoing conflict between her and other employees who are bargaining unit members. There is also ample support that the Respondent has challenged the Charging Party's hiring as a Collections Specialist. She submits that the source of this conflict is the Respondent's bias towards younger, but more senior, bargaining unit members. However, the Charging Party has offered no evidence to support this theory. While she clearly believes that the conduct of her coworkers and the Respondent is proof of the alleged discriminatory motive, she has not provided evidence to support her charge that the Respondent is guilty of intentional misconduct.

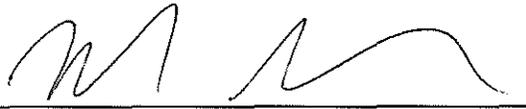
Clearly the Union took issue with the City's decision to hire the Charging Party to fill the Collections Specialist position, and decided to challenge the City's action by filing a grievance and an unfair labor practice charge. The Respondent had the right to take these actions if it believed that the hiring violated the collective bargaining agreement and/or the Act. This may have, understandably, resulted in some tension and stress for the Charging Party. However, there is insufficient evidence to establish that the Respondent took any action against the Charging Party for a discriminatory reason or because of her status, and there is insufficient evidence that the Respondent is refusing to represent her for a discriminatory reason.

III. ORDER

Accordingly, the instant charge is hereby dismissed. The Charging Party may appeal this dismissal to the Board anytime within 10 days of service hereof. Such appeal must be in writing, contain the case caption and number, and must be addressed to the General Counsel of the Illinois Labor Relations Board, 160 North LaSalle Street, Suite S-400, Chicago, Illinois, 60601-3103. The appeal must contain detailed reasons in support thereof, and the Charging Party must provide it to all other persons or organizations involved in this case at the same time it is served on the Board. The appeal sent to the Board must contain a statement listing the other parties to the case and verifying that the appeal has been provided to them. The appeal will not be considered without this statement. If no appeal is received within the time specified, this dismissal will be final.

Issued in Springfield, Illinois, this 21st day of April, 2014.

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

A handwritten signature in black ink, appearing to read 'M Mlynski', written over a horizontal line.

Melissa Mlynski, Executive Director