



Illinois Labor Relations Board

**2008
ANNUAL REPORT**

Illinois Labor Relations Board

Chairman

Jackie Gallagher

State Panel

Michael G. Coli
Michael J. Hade
Charles Hernandez
Rex Piper

Local Panel

Charles Anderson
Edward E. Sadiowski

Executive Director

John Brosnan

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 24th 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, 2007 through June 30, 2008.

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 Board debates and resolves issues that are brought before us by public sector employers and employees in Illinois government - from statewide to local municipality. Since 2003 we have worked to adopt lean budgets and to maintain sufficient and efficient staff to serve the citizens of Illinois in an unbiased manner.

As the ILRB budget decreases and workload increases, once again I'd like to share with you a comparison between cases handled and staffing numbers in FY1997 and FY2008. In 1997, a total of **672** cases were handled by a staff of **29**. In 2008, a total of **1041** cases were heard while the staff had dropped to **18** for much of the year.

Time and money are being saved by limiting most hearings to three days. State-paid expenses for attendance at conferences (mostly out of state) have been eliminated. When staff or board commutes between Chicago and Springfield, it's by car or train. Printing expenses have been drastically curtailed. Under the watchful eye of our skilled Fiscal Officer, we will continue to try to spend each budget dollar wisely.

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,


Jackie Gallagher
Chairman

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JURISDICTION OF THE BOARD

The Illinois Public Labor Relations Act, 5 ILCS 315 (2004), as amended, enacted into law as Public Act 83-1012, effective July 1, 1984, and last amended effective June 1, 2005, 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.

During FY 04, two legislative mandates amending the Act were signed into law. On August 5, 2003, Governor Blagojevich signed Public Act 93-444 known as the "card check" law which allows unions to become certified, without an Election, by showing through signed cards or petitions that they represent a majority of any bargaining unit.

On January 20, 2004, Governor Blagojevich signed Public Act 93-0655, which constitutes the state's most comprehensive death penalty reform package. Part of this law made amendments to Section 6.1 of the Illinois Police Training Act. Under these amendments the ILRB State Panel has been mandated to determine cause for police decertification.

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 Educational Labor Relations Act (ILCS, ch. 48, pars. 1701 *et seq.*), 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.

Illinois Labor Relations Board

Jackie Gallagher, Chairman
Arlington Heights

STATE PANEL

Michael G. Coli
Crystal Lake

Michael Hade
Springfield

Charles Hernandez
Batavia

Rex Piper
Energy

LOCAL PANEL

Charles Anderson
Chicago

Edward Sadlowski
Chicago

ILLINOIS LABOR RELATIONS BOARD STAFF

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John Brosnan

PERSONNEL OFFICER

Carla Stone

FISCAL OFFICER

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Ellen Strizak

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INVESTIGATORS

Hans de Kok

Michael Dunne

Mike Provines (SP)

Fred Wickizer

INFORMATION TECHNOLOGY

Jodi M. Marr (SP)

ADMINISTRATIVE STAFF

Mary Brickford

Melissa McDermott

Dawn Robinson

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.

ILLINOIS LABOR RELATIONS BOARD

SELECTED CASE SUMMARIES

I. Jurisdiction

The six-month limitations period

In Aurora Sergeants Association/City of Aurora, 24 PERI 118 (IL LRB-SP 2008), the Board upheld the administrative law judge's refusal to grant Charging Party's motion to amend complaint, finding that when Charging Party first made the motion to amend, it was over twenty months after it had learned Respondent took the action complained of, and therefore, well beyond the six month time limitation set forth in Section 11(a) of the Illinois Public Labor Relations Act (Act), 5 ILCS 315 (2006), as amended, and reiterating that the six month limitations period begins to run when the charging party has knowledge of the alleged unlawful conduct or reasonably should have known of it.

II. **Representation issues**

A. Contract bar

In Policemen's Benevolent Labor Committee/City of Pekin/Pekin Lodge No. 105, Fraternal Order of Police, Illinois Fraternal Order of Police Labor Council, 23 PERI 174 (IL LRB-SP 2007), the Board held that if during the term of a collective bargaining agreement, prior to the window period, the parties agree to an amendment or execute a new contract, with a terminal date later than that of the existing contract, the amendment or new contract will not bar an Election on a petition filed during the window period, citing H.L. Klion, Inc., 148 NLRB 656 (1964)(emphasis added). The Board concluded that the petition was timely filed and directed an Election.

B. Unit determination/appropriateness

In Service Employees International Union, Local 73/American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Department of Central Management Services, 23 PERI 119 (IL LRB-SP 2007), the Board rejected the administrative law judge's conclusion that the only appropriate placement for the petitioned-for employees was in AFSCME's existing bargaining units and instead, determined that the unit petitioned-for by SEIU was likewise an appropriate unit, noting where, as in this case, more than one petitioned-for unit is appropriate within the meaning of Section 9(b), the resolution is a vote among the petitioned-for employees.

In International Brotherhood of Teamsters/City of Chicago, 23 PERI 172 (IL LRB-LP 2007), (Member Anderson, dissenting), the Board, agreeing with the administrative law judge's recommendation, determined the petitioned-for unit appropriate, finding the policy of creating large, functionally-based units must be harmonized with the rights created by the Act, and further explaining that in this case, dismissal of the petition would result in the petitioned-for employees' rights under the Act continuing to be dependent, as they had been for the approximately twelve years their title existed, on the Unit II coalition seeking to represent it.

In Illinois Nurses Association/State of Illinois, Departments of Central Management Services and Healthcare and Family Services, 23 PERI 173 (IL LRB-SP 2007), after reviewing the petitioned-for unit in

light of the considerations set forth in Section 9(b), the Board concluded that only the fragmentation factor favored dismissal and found that insufficient to deny the petition.

In International Brotherhood of Teamsters, Local No. 726/Village of South Holland, 24 PERI 27 (IL LRB-SP 2008), the Board found no merit to the Employer's argument that it was disadvantaged by the administrative law judge's refusal to allow it to put on evidence on whether the only appropriate unit within which to place the petitioned-for employees, sergeants and lieutenants, was the already existing unit of police officers represented by a labor organization other than Petitioner, which did not seek to intervene on the instant petition.

In Metropolitan Alliance of Police, Chapter No. 294/American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Departments of Central Management Services and Corrections/Illinois State Employees Association, Laborers International Union, Local 2002, 24 PERI 33 (IL LRB-SP 2008), the Board determined without merit the Employer's argument that placing persons employed in the title of Internal Security Investigator in its Department of Corrections, into existing units of State employees, created impermissible conflicts of interest. Therein, the Board also rejected Employer's argument that the petitioned-for units were overly narrow.

See also the following precedential decisions: American Federation of State, County and Municipal Employees, Council 31/Service Employees International Union, Local No. 73/County of Cook, 24 PERI 37 (IL LRB-LP 2008)(Case Nos. L-RC-06-024 and L-RC-07-035, Member Anderson, dissenting); International Union of Operating Engineers, Local No. 520/Village of Maryville, 24 PERI 29 (IL LRB-SP 2008)(Case No. S-RC-07-038); American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Department of Central Management Services, 24 PERI 112 (IL LRB-SP 2008).

C. Unit clarification

In American Federation of State, County and Municipal Employees, Council 31/Pleasure Driveway and Park District of Peoria, 24 PERI 84 (IL LRB-SP 2008), the Board upheld the administrative law judge's determination that the title in dispute was not a successor to a bargaining unit title, as Petitioner had claimed, and therefore, could not appropriately be placed in the existing unit through the unit clarification process. The Board agreed that Petitioner would have to file a representation petition to accomplish that end. See also the following precedential decision: American Federation of State, County and Municipal Employees, Council 31/Peoria Housing Authority, 24 PERI 31 (IL LRB-SP 2008).

D. Section 3(c) confidential employees

In Service Employees International Union, Local No. 20/County of Cook (Provident Hospital), 23 PERI 175 (IL LRB-LP 2007), (Member Anderson, dissenting), the Board found that although the petitioned-for employees, attending physicians, plainly had access to information that is confidential, as that term is commonly used, the mere access to personnel files, "confidential information" concerning the general workings of the hospital, or to personnel or statistical information upon which the Employer's labor relations policy is based, is insufficient to

confer confidential status, citing Chief Judge of the Circuit Court of Cook County v. American Federation of State, County and Municipal Employees, Council 31, AFL-CIO, 153 Ill. 2d 508, 607 N.E.2d 182, 9 PERI ¶4004 (1992).

In Service Employees International Union, Local No. 73/County of Cook, 24 PERI 36 (IL LRB-LP 2008)(Member Anderson, dissenting), the Board rejected the Employer's argument that the employees in dispute were "managerial and/or confidential as a matter of law" due to their status as "Shakman exempt" employees.

In Metropolitan Alliance of Police, Chapter No. 294/American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Departments of Central Management Services and Corrections/Illinois State Employees Association, Laborers International Union, Local 2002, 24 PERI 33 (IL LRB-SP 2008), the Board, agreeing with the administrative law judge, found persons employed in the title of Internal Security Investigator in the State's Department of Corrections were not confidential within the meaning of Section 3(c) of the Act.

See also the following precedential decisions: American Federation of State, County and Municipal Employees, Council 31/Peoria Housing Authority, 24 PERI 31 (IL LRB-SP 2008); Service Employees International Union, Local No. 73/County of Cook, 24 PERI 36 (IL LRB-LP 2008) (Member Anderson, dissenting).

E. Section 3(j) managerial employees

In Service Employees International Union, Local No. 20/County of Cook (Provident Hospital), 23 PERI 175 (IL LRB-LP 2007) (Member Anderson, dissenting), the Board found that the administrative law judge properly determined, prior to hearing, pursuant to Section 1210.100(b)(6) of the Rules and Regulations (Rules), 80 Ill. Admin. Code §§1200-1240, that the Employer failed to demonstrate some basis in fact for its claimed managerial exclusion.

In American Federation of State, County and Municipal Employees, Council 31/Pleasure Driveway and Park District of Peoria, 24 PERI 84 (IL LRB-SP 2008), the Board upheld the administrative law judge's determination that the title in dispute was not managerial within the meaning of Section 3(j) of the Act, finding nothing to indicate that the petitioned-for individual met the requirements set out therein.

See also the following precedential decisions: Illinois Nurses Association/State of Illinois, Departments of Central Management Services and Healthcare and Family Services, 23 PERI 173 (IL LRB-SP 2007); American Federation of State, County and Municipal Employees, Council 31/Peoria Housing Authority, 24 PERI 31 (IL LRB-SP 2008); Service Employees International Union, Local No. 73/County of Cook, 24 PERI 36 (IL LRB-LP 2008) (Member Anderson, dissenting).

F. Section 3(r) supervisory employees

In American Federation of State, County and Municipal Employees, Council 31/Peoria Housing Authority, 24 PERI 31 (IL LRB-SP 2008), the Board, noting that the Employer entirely ignored long-standing precedent interpreting Section 3(r), found that the evidence indicated that the petitioned-for employees lacked the authority to perform any of the supervisory indicia, and upheld the administrative law judge's decision.

In American Federation of State, County and Municipal Employees, Council 31/City of Chicago, 24 PERI 39 (IL LRB-LP 2008), the Board dismissed the petition, finding the petitioned-for employees "supervisory" within the meaning of Section 3(r) and therefore, excluded from bargaining.

In Illinois Fraternal Order of Police Labor Council/Village of Maryville, 24 PERI 113 (IL LRB-SP 2008), the Board rejected as completely lacking merit, the Employer's argument that the disputed sergeants had general supervisory authority based on the fact that they were paid more than their subordinates, had use of an office, and had sergeant's stripes on their uniforms.

See also the following precedential decisions: American Federation of State, County and Municipal Employees, Council 31/State of Illinois, Department of Central Management Services, 24 PERI 28 (IL LRB-SP 2008); Service Employees International Union, Local No. 20/County of Cook (Provident Hospital), 23 PERI 175 (IL LRB-LP 2007) (Member Anderson, dissenting); International Brotherhood of Teamsters, Local No. 726/Village of South Holland, 24 PERI 27 (IL LRB-SP 2008); Metropolitan Alliance of Police, Chapter No. 456/Village of Western Springs, 24 PERI 24 (IL LRB-SP 2008)(Case No. S-RC-06-081); Metropolitan Alliance of Police, Chapter No. 441/Town of Cicero, 24 PERI 111 (IL LRB-SP 2008).

G. Stipulations as to inclusions/exclusions

In Policemen's Benevolent and Protective Association, Unit 156/City of Chicago, 23 PERI 145 (IL LRB-LP 2007), Petitioner (PBPA) sought pursuant to a showing of Majority Interest, to represent in its existing bargaining unit of sworn police officers in the rank of Lieutenant, employed by the City of Chicago, some thirty sworn officers, also in the rank of Lieutenant and employed by the City, but excluded from the unit in 1995 pursuant to a stipulation between the Fraternal Order of Police, Lodge 7 (FOP), and the City. The Employer opposed the petition, contending that PBPA was bound by the 1995 stipulation between it and the FOP, excluding the lieutenants at issue from the unit now represented by PBPA. The administrative law judge concluded that the PBPA was bound by the 1995 stipulation, and accordingly, dismissed the petition. Rejecting the administrative law judge's determination on this point, the Board reasoned that PBPA was bound by the 1995 stipulation at least through the resulting Election and most likely, for some period of time thereafter. However, in light of the passage of time and after the administrative law judge determined in his decision that certain of the petitioned-for employees were not statutorily excluded from collective bargaining, to which no party excepted, there was no longer a rational basis or the factual underpinnings to continue to hold PBPA to that agreement.

III. Employer unfair labor practices

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

In Amalgamated Transit Union, Local 241/Chicago Transit Authority, __ PERI ____ (IL LRB-LP 200_) (Case Nos. L-CA-02-003, L-CA-02-004, and L-CB-01-038, July 27, 2007), the Board clarified an earlier decision (20 PERI ¶80 (IL LRB-LP 2004), vacated and remanded, 358 Ill. App. 3d 83, 830 N.E.2d 630, 21 PERI ¶76, 177 LRRM 3206 (1st Dist. 2005)), wherein it found Respondent violated Section 10(a)(1) of the Act when it threatened certain of its employees and denied Charging Party access to its property to conduct an Election, in retaliation for a strike authorization vote. On remand, the Board held that the lawfulness of a strike authorization vote does not hinge on whether the labor organization thereafter fulfills the requirements of Section 17. The Board noted that the consequences of a strike that fails to meet the Section 17 requirements are set forth in Section 17(b), which provides that an employee who participates in a strike that does not meet the Section 17 requirements shall be subject to discipline by the employer, and further noted that a strike authorization vote is in all cases, activity protected by the Act.

B. Section 10(a)(2) discrimination

In Waukegan Police Labor Committee, Lodge 5/City of Waukegan, 24 PERI 21 (IL LRB-SP 2008), the Board upheld the executive director's dismissal of a charge wherein Charging Party asserted that Respondent Employer had discriminated against an officer in that it awarded him fewer chief's points in a promotional process, in retaliation for his union and/or protected activity. The Board found that Charging Party failed to make a *prima facie* showing on any of the elements except for that of the adverse employment action.

In Service Employees International Union, Local 73/Sarah D. Culbertson Hospital, 24 PERI 26 (IL LRB-SP 2008), the Board upheld the administrative law judge's decision, finding that he properly determined that Employer Hospital's conduct, in certain instances complained-of, including discharge and discipline of employees in retaliation for engaging in union activity, violated Section 10(a)(2) and (1) of the Act in various regards.

In John Gaw/Chris Loudon/Village of Lisle, 24 PERI 53 (IL LRB-SP 2008), the Board dismissed complaints where Charging Parties failed to demonstrate a causal connection between their union and/or protected activity and the adverse employment actions suffered.

In Wood Dale Professional Firefighters Association, Local 3594, International Association of Fire Fighters/Wood Dale Fire Protection District, __ PERI ____ (IL LRB-SP 2008) (Case No. S-CA-08-037, July 16, 2008), a default case, the Board found a violation of Section 10(a)(1) and (2) of the Act, ordered a make-whole remedy, and granted Charging Party's motion for sanctions.

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

(1) Subjects of bargaining

In Downers Grove Professional Firefighters Association, Local 3234, International Association of Fire Fighters/Village of Downers Grove, 24 PERI 114 (IL LRB-SP 2008), the Board determined that Respondent did not violate Section 10(a)(1) or (2) of the Act in connection with its complained-of actions against two lieutenants, however, it further determined Respondent violated Section 10(a)(4) and (1) of the Act in that it refused to bargain with regard to the criteria for promotion to the rank of Battalion Chief, which is outside the bargaining unit, but pursuant to the Fire Department Promotion Act (FDPA), 50 ILCS 742 (2006), as amended, certain promotions to non-bargaining unit positions are now mandatory subjects of bargaining. See also the following precedential decision: Aurora Sergeants Association/City of Aurora, 24 PERI 25 (IL LRB-SP 2008).

(2) Unilateral change

In Service Employees International Union, Local 73/City of Chicago, __ PERI ____ (IL LRB-LP 2008) (Case No. L-CA-04-052, February 13, 2008), Respondent issued a directive, Order 04-021, which required female detention aides to assist in processing male arrestees. The Board, in upholding the administrative law judge's decision, found the action was a unilateral change in a mandatory subject of bargaining, done without granting notice or an opportunity to bargain to the employees' exclusive bargaining representative. As Respondent failed to demonstrate that Charging Party waived its right to bargain over the matter, the Board found a violation of Section 10(a)(4) and (1) of the Act, and ordered an appropriate remedy.

IV. Union unfair labor practices

Section 10(b)(4) refusal to bargain

In Harvey Park District/American Federation of Professionals, 23 PERI 132 (IL LRB-SP 2007), despite Charging Party's contention that Respondent Union violated the Act in that it failed to execute a proposed collective bargaining agreement, the Board upheld the executive director's dismissal of the charge. In so doing, the Board determined that the Union's failed contract ratification vote provided sufficient grounds for it demand to resume bargaining and further agreed that the Union did not waive its right to conduct a ratification vote by failing to expressly notify Respondent thereof at the outset of bargaining.

V. Procedural issues

A. Board review on its own motion

In International Brotherhood of Teamsters, Local 714/Village of Summit, 23 PERI 128 (IL LRB-SP 2007), where neither party filed exceptions to the administrative law judge's decision, the State Panel, after reviewing the case, without reaching the merits, took the case up on its own motion for the sole

purpose of effecting a technical correction to the decision. See also the following precedential decision: Metropolitan Alliance of Police, Chapter No. 28/City of St. Charles, 24 PERI 94 (IL LRB-SP 2008).

B. Additional days of hearing

In Service Employees International Union, Local No. 20/County of Cook (Provident Hospital), 23 PERI 175 (IL LRB-LP 2007) (Member Anderson, dissenting), in response to the administrative law judge limiting the number of days allotted for hearing, Employer argued in its exceptions that it was "arbitrarily barred from completing its entire case." In rejecting the Employer's argument, the Board determined that more evidence of the type that comprised the record would not have resulted in a different outcome, reasoning that if after two days of hearing, resulting in approximately 440 pages of transcript, the Employer was unable to establish some portion of at least one of the statutory exclusions it claimed, allowing it additional time would be futile.

In International Brotherhood of Teamsters, Local No. 726/Village of South Holland, 24 PERI 27 (IL LRB-SP 2008), the Board found no merit to Employer's argument that administrative law judge improperly limited the scope and duration of hearing where it consumed four days and the record was well over one thousand pages, including over one hundred exhibits, especially since there existed approximately twenty years of settled caselaw on the issue in dispute and the Employer made no claim, nor was there evidence, that the issue was unique or particularly complex.

C. Deferral to arbitration

In International Brotherhood of Teamsters, Local No. 714/City of East Hazel Crest, 24 PERI 97 (IL LRB-SP 2008), Charging Party filed a charge alleging that Respondent engaged in unfair labor practices within the meaning of Section 10(a)(4) of the Act, protesting the Village's discontinuance of the practice of allowing one of its sergeants to use a police car to drive to and from his home to work. Respondent denied the grievance at step one. Charging Party did not advance the grievance to step two. Instead, it made a request to bargain the economic impact of the change, which the executive director deemed to be within the 45 business days required by Article XXVII of the agreement and thus, appropriate for deferral to the grievance procedure. Respondent appealed the deferral, arguing that the executive director's interpretation of the agreement was erroneous and that the applicable provision should be interpreted such that the 45 day period applies only after Charging Party demands bargaining within 10 business days of its knowledge of the change. The Board upheld the deferral, noting that the fact that Respondent was arguing the interpretation of a provision of the collective bargaining agreement emphasizes that the matter is appropriate for deferral.

ARBITRATION AWARDS ILLINOIS LABOR RELATIONS BOARD

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. Further information on the specific resolutions of the issues may be obtained by contacting the Board's Springfield Office.

**CITY OF ALTON and IAFF LOCAL 1255
S-MA-06-006 (12/20/2007 – Fletcher) #367**

1. Duration of Contract
2. Wages
3. Longevity Premiums
4. Residency Requirements

**CITY OF AURORA and ASSOCIATION OF PROFESSIONAL POLICE OFFICERS
S-MA-07-257 (04/08/2008 – Cox) #371**

1. Wages
2. Health Insurance
3. Retired Employee Health Insurance
4. Overtime
5. Choice of Vacation Period
6. Return to Duty
7. Limited Duty
8. Paid Leave

**COUNTY OF COOK AND JOHN H. STROGER, JR. HOSPITAL and ILLINOIS FOP LABOR COUNCIL
L-MA-05-004 (05/15/2008 – Perkovich) #376**

**COUNTY OF COOK AND SHERIFF OF COOK COUNTY and AFSCME COUNCIL 31
L-MA-06-002 (11/12/2007 – Nathan) #370**

1. Overtime (Employer's offer)
2. Length of service for Wage Compensation (Union's offer)
3. Wages, Pay Plan, Shift Differential (Employer's offer)
4. Specialty Pay (Employer's Offer)
5. Education Pay (Employer's offer)
6. Payment for Obtaining Medical Release (Employer's offer)
7. Disability Pay (Employer's offer)
8. Uniform Allowance (Employer)
9. Discretionary transfers
10. Application of Seniority for Scheduling
11. Posting and Bidding
12. Transfer Grievances

**CITY OF DES PLAINES and METROPOLITAN ALLIANCE OF POLICE, CHAPTER 241
S-MA-07-013 (01/21/2008 - Cox) #368**

1. Wages (Union's offer)
2. Longevity Pay (Employer's offer)
3. Employee contributions to Health Insurance Premiums (Union's offer)
4. Prescription Drug Co-Pay (Employer's offer)

**CITY OF DUQUOIN and ILLINOIS FOP LABOR COUNCIL
S-MA-07-223 (05/07/2008 – Cox) #374**

1. Wage Rates and Longevity
2. Length of Service Bonus
3. Pagers
4. Work on Holidays/Birthdays
5. Clothing Allowance
6. Schedule of Vacation Time Earned
7. Insurance

**VILLAGE OF FORD HEIGHTS and MAP FORD HEIGHTS CHAPTER #243
S-MA-08-117 (04/30/2008 – Nowlin) #373**

1. Compensation
2. Compensatory Time (Employer's offer)
3. Meetings (Employer's offer)
4. Holiday (Union's offer)
5. Sick Leave (Employer's offer)
6. Funeral Leave (Union's offer)
7. Fees and Expenses of Arbitration (Union's offer)
8. Hospitalization (Employer's offer)
9. Termination (Union's offer)
10. Normal Work Schedule (Union's offer)
11. Grievance Procedure (Union's offer)

**CITY OF HIGHLAND and ILLINOIS FOP LABOR COUNCIL
S-MA-06-159 (08/27/2007 – Perkovich) #359**

- 1, Residency (Union's offer)

**VILLAGE OF LANSING and ILLINOIS FOP LABOR COUNCIL
S-MA-04-240 (07/19/2007 – Benn) #357**

1. Duration
2. Residency (Employer's offer)
3. Grievance Procedure and Discipline (Union's offer)
4. Health Insurance (Employer's offer)
5. Wages (Union's offer)
6. Paramedic Stipend (Village's offer)

**MACOUPIN COUNTY EMERGENCY TELEPHONE SYSTEM BOARD and ILLINOIS FOP LABOR
COUNCIL**

S-MA-06-004 (10/23/2007 – Briggs) #363

1. Wages (Union's offer)
2. Vacation (Union's offer)
3. Sick Leave Buy Back (Employer's offer)
4. Length of Work Day (Employer's offer)

**VILLAGE OF MATTESTON and ASSOCIATED FIREFIGHTERS OF MATTESON LOCAL 3086 (IAFF)
S-MA-08-007 (05/13/2008 – Goldstein) #375**

1. Residency

VILLAGE OF MORTON GROVE and ILLINOIS FOP LABOR COUNCIL

S-MA-06-011 (09/12/2007 – Benn) #360

1. Salaries
2. Longevity Pay
3. Shift Changes
4. Floating Holidays
5. Sick Leave Incentive Program
6. Group Hospitalization Insurance
7. Retirees
8. Post Employment Health Benefit Plan
9. Uniforms
10. Permanent Patrol Shift SElection
11. Other Initialed Items

TOWN OF NORMAL and INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2442

S-MA-07-091 (4/4/08 – Hill) #380

1. Sick Leave Buy-Back

NORTHEASTERN ILLINOIS UNIVERSITY and ILLINOIS FOP LABOR COUNCIL

S-MA-06-251 (3/25/2008 – Nathan) #377

1. Salary Structure

VILLAGE OF OAK PARK and ILLINOIS FOP LABOR COUNCIL

S-MA-06-059 (09/24/2007 – Benn) #361

1. Term of Agreement
2. Wages
3. Retroactivity
4. Longevity and/or Additional Step (Remanded to Parties)
5. Sick Leave (Employer's offer)
6. Discipline
7. Retirees

VILLAGE OF OAK PARK and ILLINOIS FOP LABOR COUNCIL

S-MA-06-059 (06/24/2008 – Benn) #361A

1. Grievance Procedure

VILLAGE OF SKOKIE and SKOKIE FIREFIGHTERS, IAFF 3033

S-MA-07-007 (09/28/2007 – Hill) #362

Economic Items

1. Term of Agreement (Union's proposal)
2. Salaries (Employer's proposal)
3. EMT Paramedic Stipend (Union's proposal)
4. Hours of Work (Employer's proposal)
5. Serving in Acting Capacity (Union's proposal)
6. Sick Leave – Good Attendance Incentive (Employer's proposal)
7. Health Insurance (Employer's proposal)
8. Specialty Pay (Employer's proposal)
9. Post Retirement Medical Savings Plan (Union's proposal)
10. Scheduling of Vacations and Holiday Time Off (Employer's proposal)
11. Retirement Vacation Allowance (Employer's proposal)
12. Military Leave (Union's proposal)
13. Vacation Conversion Formula (Union's proposal)

Non-Economic Issues

1. Promotion to Rank of Captain (Deferred)
2. Foreign Fire Tax Board (Deferred)
3. Probationary Period (Deferred)
4. Duty Trades (Unions' offer)

SIU – EDWARDSVILLE and ILLINOIS FOP LABOR COUNCIL

S-MA-05-222 (11/15/2007 – Benn) #354

1. Wages
2. Shift SElection and Rotation
3. Compensatory Time
4. Retroactive Payments

CITY OF VENICE and IUOE LOCAL 148

S-MA-07-014 (02/11/2008 – Finkin) #369

1. Wages (Union's offer)
2. Wages – Effective Date (Employer's offer)

COUNTY OF WABASH and ILLINOIS FOP LABOR COUNCIL

S-MA-07-020 (11/28/2007 – Feuille) #366 (Stipulated)

1. Vacation
2. Sick Leave
3. Compensatory Time
4. Standby Pay
5. Wages
6. Cell Phone Reimbursement

STATE PANEL CASELOAD STATISTICS

Unfair Labor Practice Charges

Charges Against Employer	246	
Charges Against Labor Organization	42	
TOTAL		288

Representation Cases

Amendment to Certifications	1	
Representation/Certification Petitions	143	
Employer's Representation Petitions	0	
Decertification Petitions	12	
Voluntary Recognition Petitions	3	
Unit Clarification Petitions	251	
Declaration of Disinterest Petitions	6	
TOTAL		416

Mediation/Arbitration		266
Grievance Arbitration		16
Declaratory Ruling		3
Strike Investigation		0
GRAND TOTAL OF CASES		989

STATE PANEL REPRESENTATION CASES CERTIFIED

Representation Cases Certified			
Cases Certified (Election)			32
Number of Units Certified		32	
Labor Organization Prevailed	31		
"No Representation" Prevailed	1		
Majority Interest Cases Certified			71
Number of Units Certified		72	
Voluntary Recognition Cases Certified			2
Number of Units Certified		2	
Decertification Cases Certified			6
Number of Units Certified		6	
Labor Organization Prevailed	3		
No Representation Prevailed	3		
Declaration of Disinterest Petitions Certified			6

STATE PANEL CASES BY EMPLOYER ENTITY

	<u>NUMBER OF CASES</u>	<u>NUMBER OF ACTUAL ENTITIES</u>
REPRESENTATION/DECERTIFICATION CASES		
State	41	6
County	24	20
Municipalities	77	62
Other	13	10
VOLUNTARY RECOGNITION CASES		
State	0	0
County	3	3
Municipalities	0	0
Other	0	0
UNIT CLARIFICATION PETITIONS		
State	211	5
County	10	10
Municipalities	23	20
Other	7	6
AMENDMENT TO CERTIFICATION PETITIONS		
State	1	1
County	0	0
Municipalities	0	0
Other	0	0
DECLARATION OF DISINTEREST PETITIONS		
State	0	0
County	4	4
Municipalities	4	4
Other	4	4
CHARGE AGAINST EMPLOYER		
State	48	5
County	17	13
Municipalities	153	89
Other	28	20
CHARGE AGAINST LABOR ORGANIZATION		
State	0	0
County	1	1
Municipalities	8	6
Other	2	2
Individuals	31	30

STATE PANEL DISPOSITION OF CASES ACTIVE IN FY 2008

I. BOARD DECISIONS		
(A) With Exceptions Filed/Board Motion		
CA	24	
CB	10	
RC	18	
UC	<u>3</u>	55
(B) No Exceptions Filed (Non Precedential Recommendations)		
CA	14	
CB	1	
RC	1	
RD	1	
UC	<u>2</u>	19
(C) Strike Investigation		
		0
(D) Declaratory Ruling		
		<u>0</u>
Total Decisions		74
II. EXECUTIVE DIRECTOR DISMISSED (Not Appealed to the Board)		
CA	37	
CB	20	
RC	2	
RD	1	
UC	<u>2</u>	62
III. CERTIFIED		
DD	6	
RC	104	
RD	7	
UC	189	
VR	<u>2</u>	308
IV. WITHDRAWN		
CA	201	
CB	11	
RC	18	
RD	2	
UC	<u>35</u>	267

**STATE PANEL
REPRESENTATION PETITIONS
FILED BY LABOR ORGANIZATIONS**

Addison Fire Lieutenants Bargaining Unit	1
American Federation of Professionals Union	1
American Federation of State, County and Municipal Employees Council 31	26
Associated Firefighters of Illinois	1
FOP, Troopers Lodge #41	1
Illinois Council of Police	12
Illinois Federation of Public Employees	1
Illinois Federation of Teachers	1
Illinois FOP Labor Council	11
Illinois Municipal Police Association	1
International Association of EMTs and Paramedics	1
International Association of Firefighters	10
International Brotherhood of Electrical Workers	5
International Brotherhood of Teamsters	19
International Union of Operating Engineers	8
International Union of Painters & Allied Trades Council	1
Laborers International Union of North America	10
Laborers International Union of North America/Illinois State Employees Association	9
Metropolitan Alliance of Police	9
Oak Lawn Municipal Employees committee	1
Paper, Allied Industrial, Chemical and Energy Workers International Union	2
Policemen's Benevolent Labor Committee	6
Service Employees International Union	2
United Association of Plumbers and Pipefitters, Local 99	1
United Steelworkers of America	3

STATE PANEL UNFAIR LABOR PRACTICE CHARGES

	<u>CA</u> ¹	<u>CB</u> ²
Amalgamated Transit Union	2	1
American Federation of Professional Union	7	2
American Federation of State, County and Municipal Employees	51	15
Aurora Police Management Personnel and Sergeants Association	4	0
Belvidere Fire Department Officers	1	0
Illinois Council of Police	3	0
Illinois Federation of Public Employees	1	0
Illinois FOP Labor Council	12	2
Illinois Municipal Police Association	2	0
Illinois Nurses Association	1	1
Individuals	31	0
International Association of Firefighters	29	5
International Association of Machinists and Aerospace Workers	1	0
International Brotherhood of Electrical Workers	6	0
International Brotherhood of Teamsters	21	9
International Union of Operating Engineers	21	1
International Union of Painters & Allied Trades Council	3	0
Laborers International Union of North America	3	3
Metropolitan Alliance of Police	11	0
Peoria Police Benevolent Association	1	0
Policemen's Benevolent and Protective Association	8	0
Policemen's Benevolent and Protective Association #5	1	0
Policemen's Benevolent Labor Council	14	0
Service Employees International Union	9	3
United Association of Plumbers and Pipefitters Local 99	1	0
United Steelworkers of America	2	0

¹ Parties that filed charges against Employers.

² Labor Organizations who had charges filed against them.

**STATE PANEL
BARGAINING UNITS CERTIFIED
FY 2008**

Case Number	Employer	Labor Organization	Date Certified	Prevailing Party	No. of Employees	Unit Type
S-RC-07-111 <i>Majority Interest</i>	Village of Tinley Park	International Union of Operating Engineers #150	7/2/06	IUOE	42	Laborers/ Maintenance
S-RC-07-176 <i>Majority Interest</i>	City of Villa Grove (Police Department)	International Brotherhood of Teamsters #26	7/6/07	IBT	3	Police officers
S-RC-07-138 <i>Election</i>	Illinois State University – Mackinac Valley	Policemen's Benevolent Labor Committee	7/9/07	PBLC	15	Police officers
S-RC-07-095 <i>Majority Interest</i>	County of Lake and Coroner of Lake County	American Federation of State, County and Municipal Employees	7/9/07	AFSCME	10	Administrative clerical/technical
S-RC-07-087 <i>Majority Interest</i>	Village of Glenview (Public Works Dept)	International Union of Operating Engineers #150	7/9/07	IUOE	44	Maintenance, Equipment Operator and Mapping Assistant
S-RC-07-180 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services	Laborers' International Union – Illinois State Employees Assn #2002	7/10/07	LIU-ISEA	3	Police Lieutenant
S-RC-07-182 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services VR-07-006	Laborers' International Union – Illinois State Employees Assn #2002	7/19/07	LIU-ISEA	15	Assistant Automotive Shop Supervisor and Automotive Shop Supervisor
S-RC-07-091 <i>Majority Interest</i>	City of Lockport	International Union of Operating Engineers #150	7/20/07	IUOE	2	Laboratory Technician and Code Enforcement Officer
S-RC-07-105 <i>Majority Interest</i>	Village of Monee	International Brotherhood of Teamsters #726	7/20/07	IBT	11	Multi-dept
S-RC-07-120 S-RC-07-142 <i>Election</i>	State of Illinois, Dept of Central Management Services (State Police)	State & Municipal Teamsters, Chauffeurs & Helpers Union Local 726, International Brotherhood of Teamsters and Illinois FOP Labor Council	7/25/07	IBT	280	Master Sergeants
S-RC-07-178 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-62	American Federation of State, County and Municipal Employees	8/8/07	AFSCME	1	Nuclear Safety/Paralegal Asst I
S-RC-07-101 <i>Majority Interest</i>	Village of Richton Park	American Federation of State, County and Municipal Employees	8/14/07	AFSCME	2	Police Dept Records Clerk
S-RC-08-002 <i>Majority Interest</i>	County of Knox (Highway Department)	Laborers' Int'l Union of North America #538	8/16/07	LIUNA	3	Operators, Truck Drivers, Mechanics, Maintenance, Temporary Employees

S-RC-07-186 <i>Majority Interest</i>	City of Grafton	Chauffeurs, Teamsters, Warehousemen & Helpers, #525, IBT	8/21/07	Teamsters	4	Public works
S-RC-08-001 <i>Majority Interest</i>	Village of Palatine (Fire Department)	International Association of Fire Fighters #4588	8/24/07	IAFF	85	Firefighters
S-RC-08-004 <i>Majority Interest</i>	County of Sangamon (Dept of Public Health)	Laborers' Int'l Union of North America #477	8/29/07	LIUNA	9	
S-RC-07-156 <i>Majority Interest</i>	City of Pana	American Federation of State, County and Municipal Employees	8/30/07	AFSCME	1	Zoning Ordinance Office
S-RC-07-065 <i>Majority Interest</i>	County of Cook and Chief Judge	Teamsters #714	8/31/07	Teamsters	246	Administrative employees
S-RC-07-065 <i>Majority Interest</i>	Village of Hazel Crest (Police Department)	International Union of Operating Engineers #150	9/5/07	IUOE	5	Sergeants
S-RC-08-007 <i>Majority Interest</i>	City of Joliet	American Federation of State, County and Municipal Employees	9/18/07	AFSCME	29	Custodian, Parking Attendant
S-RC-07-152 <i>Majority Interest</i>	City of Alton	Policemen's Benevolent Labor Committee	9/20/07	PBLC	6	Police Lieutenants
S-RC-07-164 <i>Majority Interest</i>	Wabash County Medical District	Laborers' International Union of North America	9/21/07	LIUNA	6	Professional & Non-professional
S-RC-08-010 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-62	American Federation of State, County and Municipal Employees	9/21/07	AFSCME	1	PSA, Option 8B
S-RC-08-013 <i>Majority Interest</i>	County of Will	American Federation of State, County and Municipal Employees	9/26/07	AFSCME	5	Waste Analyst, Recy Prog Spec, Env Educator, Sr Waste Analyst
S-RC-07-170 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	9/26/07	AFSCME	19	PSA, Option 8E
S-RD-08-001 <i>Election</i>	County of Kankakee (Health Department)	American Federation of State, County and Municipal Employees	9/26/07	AFSCME	40	Professional Technical Health Care
S-RC-08-005 <i>Majority Interest</i>	City of South Beloit	Illinois Council of Police	10/1/07	ICOP	2	Sergeant
S-RC-08-015 <i>Majority Interest</i>	City of Savanna	International Brotherhood of Electrical Workers #196	10/10/07	IBEW	6	Public Works
S-RC-07-059 <i>Election</i>	Village of Summit	Teamsters #714	10/22/07	Teamsters	14	Lieutenant & Captains
S-RC-08-030 <i>Majority Interest</i>	Danville Sanitary District	Teamsters #26	10/29/07	Teamsters	12	Plant Operators & Maintenance
S-RC-07-107 <i>Majority Interest</i>	City of Wheaton (Fire Department)	International Association of Fire Fighters #3706	10/30/07	IAFF	3	Firefighter Lieutenant Captain
S-RC-08-012 <i>Majority Interest</i>	City of Roodhouse	International Union of Painters ATDC #58	10/30/07	Painters	6	Public Works

S-RC-07-021 <i>Election</i>	City of Park Ridge	Illinois Council of Police	10/30/07	ICOP	39	Administrative
S-RC-08-017 <i>Election</i>	Palos Fire Protection District	International Association of EMTs and Paramedics	11/7/07	IAEP	33	Firefighter and Paramedic
S-RC-08-027 <i>Majority Interest</i>	Southeast Emergency Communications (SEECOM)	Metropolitan Alliance of Police	11/14/07	MAP	21	Telecommunicator, Dispatcher & Supervisor
S-RC-08-009 <i>Election</i>	Cook County State's Attorney	Illinois FOP Labor Council	11/19/07	FOP	21	Investigation Supervisor
S-RC-06-161 <i>Election</i>	City of Berwyn	Service Employees International Union #73	11/26/07	SEIU	57	Crossing Guards
S-RC-08-042 <i>Majority Interest</i>	City of Aledo	International Union of Operating Engineers #150	11/28/07	IUOE	5	Patrolman
S-RC-08-052 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	11/30/07	AFSCME	4	Nuclear Safety Scientist II
S-RC-08-050 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	11/30/07	AFSCME	4	Waterways Construction Supervisor I
S-RC-08-022 <i>Majority Interest</i>	State of Illinois Dept of Central Management Services (Transportation)	Teamsters #916	12/10/07	Teamsters	142	Engineer Technician V
S-RC-08-032 <i>Majority Interest</i>	City of Pekin	Teamsters and Chauffeurs #627	12/11/07	Teamsters	14	Yard Crew Employees
S-RC-08-014 <i>Election</i>	Chief Judge of the 6 th Judicial Circuit	Illinois FOP Labor Council	12/14/07	FOP	30	Macon County Probation Officers
S-RC-08-016 <i>Election</i>	County of Franklin (Sheriff)	Laborers' Int'l Union of North America #773	12/14/07	LIUNA	42	Corrections Officer, Court Security Officer
S-RD-08-002 <i>Election</i>	City of Effingham	Laborers #1048	12/14/07	No Rep	3	Tech Asst, Secretary, Clerk Typist
S-RC-07-033 <i>Majority Interest</i>	County of Jo Daviess and Sheriff	Illinois FOP Labor Council	12/19/07	FOP	4	Deputy Sergeants
S-RC-06-076 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-14	American Federation of State, County and Municipal Employees	12/19/07	AFSCME	19	Executive Secretary III
S-RC-08-062 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-62	American Federation of State, County and Municipal Employees	12/20/07	AFSCME	1	Public Service Administrator, Option 8Z
S-RC-08-060 <i>Majority Interest</i>	County of Menard	International Association of Fire Fighters #4622	12/20/07	IAFF	11	EMTs, Paramedics
S-RC-07-112 <i>Election</i>	City of Pekin	Policemen's Benevolent Labor Committee and Illinois FOP Labor Council #105	12/27/07	PBLC	48	Sworn Officers (Sergeant and below)

S-RC-08-021 <i>Election</i>	Village of Riverwoods	Illinois FOP Labor Council	12/27/07	FOP	4	Police Officers
S-RC-08-020 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-62	American Federation of State, County and Municipal Employees	1/4/08	AFSCME	3	Aircraft Technician II
S-RC-08-064 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	1/8/08	AFSCME	6	Network Engineer Manager I
S-RC-07-184 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services	Laborers Int'l Union – IL State Employees Assn #2002 – Service Employees Int'l Union #73	1/15/08	LIU-ISEA-SEIU	8	PSA, Option 8X
S-RC-08-076 <i>Majority Interest</i>	City of Carlyle	Laborers' Int'l Union of North America 773	1/18/08	LIUNA	4	Clerical
S-RC-08-039 <i>Majority Interest</i>	Village of Mount Prospect	International Union of Operating Engineers #150	1/24/08	IUOE	4	Building Inspector, Plumbing Inspector, Electrical Inspector
S-RC-08-023 <i>Majority Interest</i>	Chief Judge of Circuit Court of Cook County	Teamsters #714	1/30/08	Teamsters	22	Administrative Assistant II, III, IV, V
S-RC-08-035 <i>Majority Interest</i>	Village of Gurnee	Illinois Council of Police	1/30/08	ICOP	4	Sergeant
S-RC-08-043 <i>Majority Interest</i>	Town of Cicero	Illinois Council of Police	1/30/08	ICOP	13	Police Officers
S-RC-06-089 <i>Majority Interest</i>	Village of South Holland (Police Department)	International Brotherhood of Teamsters #726	2/1/08	IBT	7	Lieutenant, Sergeant
S-RC-07-090 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-62	American Federation of State, County and Municipal Employees	2/4/08	AFSCME	144	Human Resource Representative
S-RC-04-066 <i>Majority Interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	2/6/08	AFSCME	2	PSA, Option 8D
S-RC-08-037 <i>Election</i>	Village of Oak Brook (Fire Department)	International Association of Fire Fighters	2/8/08	IAFF	29	Lieutenant, Firefighter, FF/Paramedic
S-RC-07-036 <i>Election</i>	State of Illinois, CMS (HCFS, Office of Inspector General, Bureau of Administrative Litigation)	Illinois Nurses Association	2/14/08	INA	5	PSA, Option 8
S-RC-08-056 <i>Majority Interest</i>	Village of Hudson	Illinois Council of Police	2/15/08	ICOP	4	Patrol Officer
S-RC-08-045 <i>Majority Interest</i>	Village of Indian Head Park	Metropolitan Alliance of Police #501	2/15/08	MAP	6	Patrol Officer
S-RC-06-197 <i>Election</i>	Village of Frankfort	International Brotherhood of Electrical Workers #134	2/19/08	IBEW	3	Inspectors
S-RC-08-018 <i>Election</i>	State of Illinois, Dept of Central Management Services (State Police)	Troopers #41, FOP and International Brotherhood of Teamsters #726	2/21/08	FOP	105	Captain and Lieutenant

S-RD-05-006 <i>Election</i>	Sarah D. Culbertson Memorial Hospital	Service Employees International Union #73	2/21/08	No Rep	21	Technician employees
S-RD-05-008 <i>Election</i>	Sarah D. Culbertson Memorial Hospital	Service Employees International Union #73	2/21/08	No Rep	70	Maintenance employees
S-RC-08-028 <i>Majority interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	2/29/08	AFSCME	11	PSA, Option 8H
S-RC-08-047 <i>Majority interest</i>	City of Berwyn	American Federation of State, County and Municipal Employees	3/4/08	AFSCME	52	INCLUDE Library employees
S-RC-08-072 <i>Election</i>	Village of Mahomet	Illinois FOP Labor Council	3/4/08	FOP	6	Swom Patrol Officers
S-RC-08-171 <i>Majority interest</i>	Village of Richmond	International Brotherhood of Electrical Workers #196	3/11/08	IBEW	5	Laborer, Account Clerk, Laborer/Operator
S-RD-08-004 <i>Election</i>	Shawnee Mass Transit District	General Teamsters, Chauffeurs, Warehousemen & Helpers of America #347, Int'l Brotherhood of Teamsters	3/11/08	Teamsters	19	Drivers, Drivers/Dispatchers
S-RC-08-055 <i>Election</i>	Addison Fire Protection District #1	Int'l Association of Fire Fighters, Associated Firefighters of Illinois	3/11/08	No Rep	41	Firefighter, Paramedics
S-RC-08-171 <i>Majority interest</i>	Village of Harwood Heights	Illinois Council of Police	3/17/08	ICOP	22	Patrol Officer, Sergeant
S-RC-08-065 <i>Majority interest</i>	Deerfield Bannockburn Fire Protection District	International Association of Fire Fighters #4632	3/20/08	IAFF	33	Firefighter, Paramedic, Lieutenant
S-RC-08-066 <i>Majority interest</i>	State of Illinois Dept of Central Management Services (Transportation)	Teamsters #916	3/24/08	Teamsters	204	Civil Engineer V
S-RC-08-011 <i>Majority interest</i>	Village of Burnham (Public Works)	Teamsters #916	3/25/08	Teamsters	1	Code Enforcement Officer
S-RC-06-081 <i>Majority interest</i>	Village of Western Springs	Metropolitan Alliance of Police #456	3/25/08	MAP	5	Sergeant
S-RC-08-098 <i>Majority interest</i>	State of Illinois, Dept of Central Management Services RC-14	American Federation of State, County and Municipal Employees	3/26/08	AFSCME	2	Nuclear Safety Information Specialist II
S-RC-07-038 <i>Election</i>	Village of Maryville (Street & Water Departments)	International Union of Operating Engineers #520	4/7/08	IUOE	14	Street & Water Department
S-RC-07-025 <i>Election</i>	Village of Oak Lawn	Oak Lawn Municipal Employees Committee	4/9/08	OLMEC	106	Multi-unit
S-RC-08-049 <i>Majority interest</i>	Village of Rockton	International Brotherhood of Teamsters #325	4/9/08	IBT	3	Public Works
S-RC-08-003 <i>Majority interest</i>	City of Marengo	International Brotherhood of Teamsters #725	4/10/08	IBT	13	Multi-Unit

S-RC-08-041 <i>Election</i>	Forest Preserve District of DuPage County (Law Enforcement Dept)	Metropolitan Alliance of Police #471	4/14/08	MAP	20	Ranger Police Officer
S-RC-08-080 <i>Majority interest</i>	City of Fairbury	Illinois Council of Police	4/25/08	ICOP	7	Police Officers
S-RC-07-023 <i>Election</i>	Greater Round Lake Fire Protection District	International Association of Fire Fighters #4235	4/28/08	IAFF	9	Firefighter and Lieutenant
S-RC-08-079 <i>Election</i>	County of Will (Sheriff)	Illinois FOP Labor Council and Metropolitan Alliance of Police #124	4/28/08	FOP	20	Merit Commission Sergeant & Lieutenant
S-RC-08-106 <i>Majority interest</i>	State of Illinois, Dept of Central Management Services RC-62	American Federation of State, County and Municipal Employees	4/28/08	AFSCME	1	Staff Development Technician II
S-RC-08-006 <i>Majority interest</i>	City of Bloomington	Policemen's Benevolent Labor Committee	5/1/08	PBLC	18	Telecommunicator
S-RC-08-070 <i>Majority interest</i>	State of Illinois Attorney General	American Federation of Teachers #4408, General Teamsters Professional and Technical #916	5/1/08	AFT	1	Victim Assistance Coordinator
S-RC-08-078 <i>Majority interest</i>	County Crawford, Clerk, Treasurer, Supervisor of Assessments, Sheriff	Laborers' International Union of North America	5/1/08	LIUNA	12	Multi-unit
S-RC-08-061 <i>Election</i>	Addison Fire Protection District #1	Addison Fire Lieutenants Bargaining Unit	5/12/08	Fire Lieutenants	12	Lieutenants
S-RC-08-088 <i>Election</i>	City of Marshall	Illinois Council of Police	5/12/08	ICOP	8	Sworn Officers
S-RC-08-094 <i>Election</i>	City of Murphysboro	International Brotherhood of Teamsters and Illinois FOP Labor Council	5/12/08	IBT	7	Telecommunicator, Dispatcher, Animal Control Officer
S-RC-08-096 <i>Election</i>	City of Murphysboro	International Brotherhood of Teamsters and Illinois FOP Labor Council	5/12/08	IBT	14	Patrolmen
S-RC-08-095 <i>Majority interest</i>	City of Berwyn (Police Department)	Illinois Municipal Police Association - Benevolent	5/14/08	IMPA	12	Communication Training Officer, Telecommunicator
S-RC-08-104 <i>Election</i>	City of Wood River (Fire Department)	Int'l Association of Fire Fighters #4648	5/22/08	IAFF	10	Firefighters And Captain
S-RC-08-114 <i>Majority interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	5/23/08	AFSCME	2	Nuclear Safety Policy Analyst III
S-RC-08-057 <i>Election</i>	Village of Arlington Heights	Metropolitan Alliance of Police #510 and Illinois FOP Labor Council	6/5/08	MAP	81	Peace Officers
S-RC-08-077	City of Calumet City	Illinois FOP Labor Council	6/5/08	FOP	18	Telecommunicator, Communication

<i>Election</i>		and International Brotherhood of Teamsters #726				Supervisor
S-RC-08-114 <i>Majority interest</i>	State of Illinois, Dept of Central Management Services RC-28	American Federation of State, County and Municipal Employees	6/5/08	AFSCME	3	Guard Supervisor
S-RC-08-126 <i>Majority interest</i>	City of Roodhouse (City Clerk)	International Union of Operating Engineers #148	6/6/08	IUOE	2	Deputy Clerk
S-RC-08-073 <i>Majority interest</i>	Village of Burnham	Teamsters #710	6/10/08	Teamsters	2	Sanitation Sup, Water Works Eng, Water Meter Reader & Installer
S-RC-08-102 <i>Majority interest</i>	Village of Heyworth (Street, Water, Waste Water & Maintenance Depts.)	United Assn of Plumbers and Pipefitters #99	6/16/08	Plumbers	5	
S-RC-08-083 <i>Election</i>	City of Geneseo	International Brotherhood of Electrical Workers #51	6/18/08	IBEW	18	Power Plant/ Maintenance
S-RD-08-006 <i>Election</i>	Sarah D. Culbertson Memorial Hospital	Service Employees International Union #73	6/18/08	SEIU	18	Registered Nurses
S-RC-08-134 <i>Majority interest</i>	Village of Southern View	Illinois FOP Labor Council	6/20/08	FOP	3	Sworn Police Officers
S-RC-08-111 <i>Majority interest</i>	Village of Round Lake Heights	Illinois Council of Police	6/23/08	ICOP	4	Patrol Officer, Sergeant
S-RC-08-113 <i>Majority interest</i>	Village of Round Lake Heights	Illinois Council of Police	6/23/08	ICOP	6	Part-time Patrol Officer
S-RC-08-103 <i>Majority interest</i>	Village of Manteno	International Union of Operating Engineers	6/23/08	IUOE	10	Public Works and Wastewater Treatment Plant
S-RC-07-085 <i>Majority interest</i>	Village of Itasca	Illinois FOP Labor Council	6/27/08	FOP	6	Police Sergeant
S-RC-08-069 <i>Election</i>	Village of South Holland	International Brotherhood of Teamsters #714	6/30/08	IBT	31	Police Officers

**STATE PANEL
CERTIFICATION OF VOLUNTARILY
RECOGNIZED REPRESENTATIVE
FY 2008**

Case Number	Employer	Labor Organization	Date Certified	No. of Employees	Unit Type
S-VR-08-001	County of Kankakee, Auditor, Recorder	Laborers' Int'l Union of North America #751	3/25/08	1	Include Deputy Auditors
S-VR-08-002	Clay County State's Attorney	Teamsters #50	4/25/08	2	Paralegal and Legal Secretary

**REVOCAION OF PRIOR CERTIFICATION
FY 2008**

Case Number	Employer	Labor Organization	Date Certified	Unit Type
S-DD-08-002	Springfield Airport Authority	Illinois FOP Labor Council	7/25/07	Public safety
S-DD-08-001	Village of Lemont	International Union of Operating Engineers #150	9/14/07	Public Works
S-DD-08-003	Village of Hazel Crest	International Brotherhood of Teamsters #726	9/17/07	Administrative
S-DD-08-004	Village of Pleasant Hill	International Union of Operating Engineers #065	10/23/07	Public works
S-DD-08-005	Cary Park District	Service Employees International Union #73	3/10/08	Park employees

LOCAL PANEL CASELOAD STATISTICS

Unfair Labor Practice Charges

Charges Against Employer	68	
Charges Against Labor Organization	<u>12</u>	
TOTAL		80

Representation Cases

Amendment to Certifications	0	
Representation/Certification Petitions	43	
Employer's Representation Petitions	0	
Decertification Petitions	1	
Voluntary Recognition Petitions	0	
Unit Clarification Petitions	13	
Declaration of Disinterest Petitions	<u>0</u>	
TOTAL		57

Mediation/Arbitration 15

Grievance Arbitration 0

Declaratory Ruling 0

Strike Investigation 0
152

LOCAL PANEL DISPOSITION OF CASES ACTIVE IN FY 2008

I. BOARD DECISIONS

(A) With Exceptions Filed/Board Motion

CA	2	
CB	1	
RC	<u>4</u>	
		7

(B) No Exceptions Filed (Non Precedential Recommendations)

CA	10	
CB	2	
RC	7	
UC	<u>2</u>	
		<u>21</u>

Total Decisions		28
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II. EXECUTIVE DIRECTOR DISMISSED
(Not Appealed to the Board)

CA	15	
CB	10	
RC	<u>1</u>	
		26

III. CERTIFIED

RC	41	
UC	<u>4</u>	
		45

IV. WITHDRAWN

CA	26	
CB	3	
RC	4	
UC	<u>2</u>	
		35

**LOCAL PANEL
REPRESENTATION PETITIONS
FILED BY LABOR ORGANIZATIONS**

American Federation of State, County and Municipal Employees Council 31	25
Illinois FOP Labor Council	1
International Association of Machinists and Aerospace Workers	1
Metropolitan Alliance of Police, Cook County Telecommunication Supvs	1
Service Employees International Union Local 20	5
Service Employees International Union Local 73	5
Teamsters Local 714	3
Teamsters Local 726	1
Teamsters Local 743	1

LOCAL PANEL BARGAINING UNITS CERTIFIED FY 2008

Case Number	Employer	Labor Organization	Date Certified	Prevailing Party	No. of Employees	Unit Type
L-RC-07-029 Majority Interest	County of Cook (Office of President, Juvenile Temporary Detention Ctr)	American Federation of State, County and Municipal Employees	7/12/07	AFSCME	22	Administrative
L-RC-07-016 Majority Interest	Cook County Record of Deeds	Service Employees International Union #73	7/19/07	SEIU	2	Chief Security and Escort
L-RC-07-016 Majority Interest	Cook County Bureau of Health (Human Resources)	American Federation of State, County and Municipal Employees	7/19/07	AFSCME	2	
L-RC-07-020 Majority Interest	Cook County Bureau of Health (Human Resources)	American Federation of State, County and Municipal Employees	7/19/07	AFSCME	2	
L-RC-07-019 Majority Interest	Cook County Bureau of Health (Human Resources)	American Federation of State, County and Municipal Employees	8/6/07	AFSCME	4	Business Office Supervisors
L-RC-08-003 Majority Interest	Cook County Bureau of Health	American Federation of State, County and Municipal Employees	8/6/07	AFSCME	1	Diet Technician (Stroger)
L-RC-07-011 Majority Interest	County of Cook (Ambulatory & Comm Health Network)	Service Employees International Union #20	8/28/07	SEIU	86	Attending Physicians
L-RC-07-012 Majority Interest	County of Cook (Cermak Hospital)	Service Employees International Union #20	8/28/07	SEIU	11	Attending Physicians
L-RC-07-004 Election	County of Cook	United Brotherhood of Carpenters & Joiners of America #13	9/4/07	Carpenters	9	Inspectors and Examiners
L-RC-07-021 Majority Interest	Cook Co Bureau of Health	American Federation of State, County and Municipal Employees	9/6/07	AFSCME	1	
L-RC-07-034 Majority Interest	City of Chicago (Emergency Management Communications)	Service Employees International Union #73	9/12/07	SEIU	7	Supervising Traffic Control Aides
L-RC-07-030 Majority Interest	Cook County Bureau of Health, Department of Public Health, Bureau of Human Resources	American Federation of State, County and Municipal Employees	9/14/07	AFSCME	1	Caseworker III
L-RC-07-033 Majority Interest	County of Cook (Building & Zoning)	Service Employees International Union #73	9/26/07	SEIU	13	Clerical employees
L-RC-05-019 Majority Interest	City of Chicago	Policemen's Benevolent and Protective Assn #156	9/26/07	PBPA	33	Lieutenants

L-RC-07-026 <i>Majority Interest</i>	Cook County Bureau of Health, Department of Public Health, Bureau of Human Resources	American Federation of State, County and Municipal Employees	10/10/07	AFSCME	1	Senior Epidemiologist
L-RC-07-028 <i>Majority Interest</i>	Cook County Bureau of Health, Department of Public Health, Bureau of Human Resources	American Federation of State, County and Municipal Employees	10/10/07	AFSCME	2	Diet Technician
L-RC-07-036 <i>Majority Interest</i>	Cook County Environmental Control Department	Service Employees International Union #73	10/16/07	SEIU	13	AA I,II,III,IV; Clerk I,II,III,IV,V; Manager Fld Eval; Steno I,II,III,IV,V; Viol Crd
L-RC-08-004 <i>Majority Interest</i>	City of Chicago, Department of Human Resources	American Federation of State, County and Municipal Employees	10/16/07	AFSCME	2	Social Worker III
L-RC-07-023 <i>Majority Interest</i>	Cook County Bureau of Health, Department of Public Health, Bureau of Human Resources	American Federation of State, County and Municipal Employees	11/14/07	AFSCME	1	Accountants Activity Workers Admin Assistants Caseworker Clerks, Typists Stenographer
L-RC-08-002 <i>Majority Interest</i>	Cook County Clerk and County of Cook	Service Employees International Union #73	11/19/07	SEIU	19	Warehouse
L-RC-08-007 <i>Election</i>	County of Cook	Teamsters #714	11/27/07	Teamsters	67	Clerical and Technical
L-RC-08-008 <i>Majority Interest</i>	City of Chicago (Human Services)	American Federation of State, County and Municipal Employees	12/6/07	AFSCME	10	Area Managers
L-RC-08-010 <i>Majority Interest</i>	City of Chicago	American Federation of State, County and Municipal Employees	12/12/07	AFSCME		Supervisor of Customer Accounts
L-RC-06-008 <i>Majority Interest</i>	City of Chicago, Office of Emergency Management & Comm	International Brotherhood of Teamsters	1/8/08	IBT	24	Supervising Police Communications Operator
L-RC-08-011 <i>Majority Interest</i>	City of Chicago	American Federation of State, County and Municipal Employees	1/14/08	AFSCME	11	Senior Telecommunication Specialist
L-RC-08-005 <i>Majority Interest</i>	City of Chicago (Human Resources)	American Federation of State, County and Municipal Employees	1/18/08	AFSCME	1	Supervisor of Instant Update Unit
L-RC-05-012 <i>Majority Interest</i>	County of Cook (Provident Hospital)	Service Employees International Union #20	1/29/08	SEIU	60	Attending Physician
L-RC-08-012 <i>Majority Interest</i>	County of Cook (Provident Hospital)	American Federation of State, County and Municipal Employees	1/30/08	AFSCME	3	Management Analyst I
L-RC-08-013 <i>Majority Interest</i>	Cook County Bureau of Health, (Oak Forest Hospital, Human Res)	American Federation of State, County and Municipal Employees	1/31/08	AFSCME	1	Accountant V

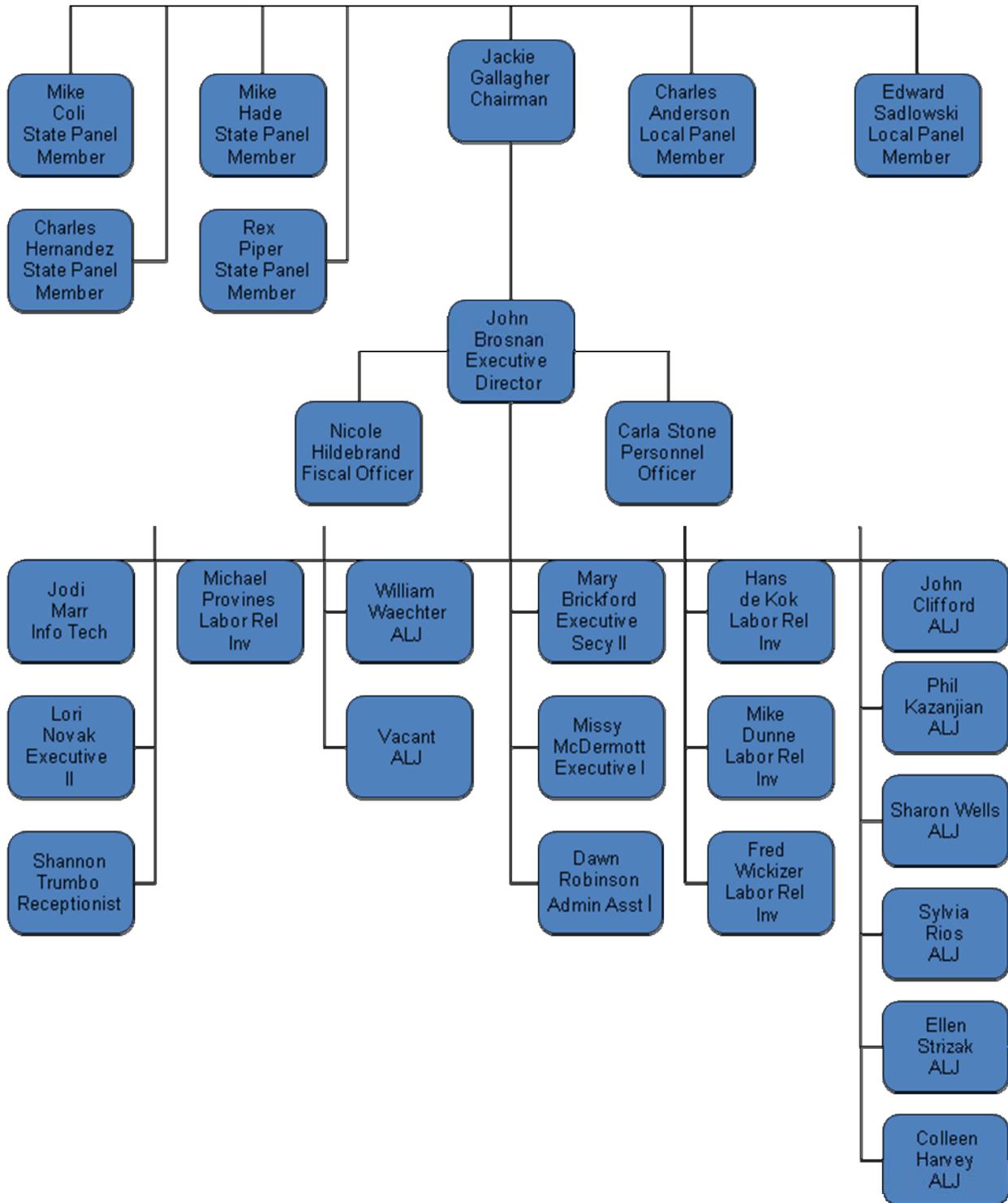
L-RC-06-015 L-RC-07-001 <i>Majority interest</i>	County of Cook (Highway and Purchasing Depts)	Service Employees International Union #73	2/19/08	SEIU	70	Clerical employees
L-RC-08-015 <i>Majority interest</i>	Cook County Dept of Office Technology	Service Employees International Union #73	2/20/08	SEIU	18	Clerical and Technical employees
L-RC-08-020 <i>Majority interest</i>	City of Chicago	American Federation of State, County and Municipal Employees	2/21/08	AFSCME	1	Supervising Animal Care Clerk
S-RC-08-028 <i>Majority interest</i>	State of Illinois, Dept of Central Management Services RC-63	American Federation of State, County and Municipal Employees	2/29/08	AFSCME	11	PSA, Option 8H
L-RC-08-018 <i>Majority interest</i>	City of Chicago	American Federation of State, County and Municipal Employees	2/29/08	AFSCME	5	Program Analysts
L-RC-08-016 <i>Majority interest</i>	City of Chicago	American Federation of State, County and Municipal Employees	2/29/08	AFSCME	4	Fingerprint Technician IV
L-RC-08-014 <i>Majority Interest</i>	Chicago Park District	Service Employees International Union #73	3/21/08	SEIU	11	Program Facilitators
L-RC-08-024 <i>Election</i>	County of Cook (Sheriff)	Illinois Fraternal Order of Police Labor Council	5/13/08	FOP	1	Internal Affairs Investigator II
L-RC-08-026 <i>Majority interest</i>	City of Chicago	American Federation of State, County and Municipal Employees	5/14/08	AFSCME	30	Public Health Administrator II
L-RC-08-031 <i>Majority interest</i>	Cook County Health Dept	American Federation of State, County and Municipal Employees	5/29/08	AFSCME	5	Accountant II, III, IV
L-RC-08-021 <i>Majority interest</i>	City of Chicago	American Federation of State, County and Municipal Employees	6/2/08	AFSCME	3	Animal Care Aides
L-RC-08-001 <i>Majority interest</i>	Cook County Highway Department	Service Employees International Union #73	6/12/08	SEIU	50	Maintenance Supv Analysts, Engineers, Technical Service

FISCAL YEAR 2008 BUDGET

The Illinois Labor Relations Board's budget appropriation for Fiscal Year 2008 was

PERSONAL SERVICES	1,222,000
RETIREMENT CONTRIBUTIONS	202,852
SOCIAL SECURITY	93,483
CONTRACTUAL SERVICES	228,000
TRAVEL	25,000
COMMODITIES	4,500
PRINTING	4,000
EQUIPMENT	25,000
EDP	60,000
TELECOMMUNICATIONS	<u>48,000</u>
	1,912,835

Illinois Labor Relations Board FY 2008



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