**Section 1.141 Collective Bargaining Agreements**

a) The Commission shall give full recognition and effect to provisions of collective bargaining agreements relating to wages, hours and conditions of employment reached under the provisions of the Illinois Public Labor Relations Act [5 ILCS 315]. Provisions of collective bargaining agreements supersede contrary provisions of the Personnel Code, Personnel Rules and Rules of the Civil Service Commission (see 5 ILCS 315/15).

b) Employees whose positions are subject to collective bargaining agreements may appeal disciplinary actions, demotions, layoffs, geographical transfers or rule violations either through the procedure set forth in the agreement or through the Commission, but not both.

(Source: Amended at 34 Ill. Reg. 3485, effective March 3, 2010\_\_\_)