

HB3892



102ND GENERAL ASSEMBLY

State of Illinois

2021 and 2022

HB3892

Introduced 2/22/2021, by Rep. Justin Slaughter

SYNOPSIS AS INTRODUCED:

5 ILCS 315/4

from Ch. 48, par. 1604

Amends the Illinois Public Labor Relations Act. Provides that, regarding peace officers, employers shall be required to bargain collectively with regard to wages only, and shall not be required to bargain collectively concerning hours and terms and conditions of employment.

LRB102 12750 RJF 18089 b

A BILL FOR

1 AN ACT concerning government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Public Labor Relations Act is
5 amended by changing Section 4 as follows:

6 (5 ILCS 315/4) (from Ch. 48, par. 1604)

7 (Text of Section WITH the changes made by P.A. 98-599,
8 which has been held unconstitutional)

9 Sec. 4. Management Rights. Employers shall not be
10 required to bargain over matters of inherent managerial
11 policy, which shall include such areas of discretion or policy
12 as the functions of the employer, standards of services, its
13 overall budget, the organizational structure and selection of
14 new employees, examination techniques and direction of
15 employees. Employers, however, shall be required to bargain
16 collectively with regard to policy matters directly affecting
17 wages, hours and terms and conditions of employment as well as
18 the impact thereon upon request by employee representatives,
19 except as provided in Section 7.5.

20 To preserve the rights of employers and exclusive
21 representatives which have established collective bargaining
22 relationships or negotiated collective bargaining agreements
23 prior to the effective date of this Act, employers shall be

1 required to bargain collectively with regard to any matter
2 concerning wages, hours or conditions of employment about
3 which they have bargained for and agreed to in a collective
4 bargaining agreement prior to the effective date of this Act,
5 except as provided in Section 7.5.

6 The chief judge of the judicial circuit that employs a
7 public employee who is a court reporter, as defined in the
8 Court Reporters Act, has the authority to hire, appoint,
9 promote, evaluate, discipline, and discharge court reporters
10 within that judicial circuit.

11 Nothing in this amendatory Act of the 94th General
12 Assembly shall be construed to intrude upon the judicial
13 functions of any court. This amendatory Act of the 94th
14 General Assembly applies only to nonjudicial administrative
15 matters relating to the collective bargaining rights of court
16 reporters.

17 (Source: P.A. 98-599, eff. 6-1-14.)

18 (Text of Section WITHOUT the changes made by P.A. 98-599,
19 which has been held unconstitutional)

20 Sec. 4. Management Rights. Employers shall not be required
21 to bargain over matters of inherent managerial policy, which
22 shall include such areas of discretion or policy as the
23 functions of the employer, standards of services, its overall
24 budget, the organizational structure and selection of new
25 employees, examination techniques and direction of employees.

1 Employers, however, shall be required to bargain collectively
2 with regard to policy matters directly affecting wages, hours
3 and terms and conditions of employment as well as the impact
4 thereon upon request by employee representatives.

5 To preserve the rights of employers and exclusive
6 representatives which have established collective bargaining
7 relationships or negotiated collective bargaining agreements
8 prior to the effective date of this Act, employers shall be
9 required to bargain collectively with regard to any matter
10 concerning wages, hours or conditions of employment about
11 which they have bargained for and agreed to in a collective
12 bargaining agreement prior to the effective date of this Act.

13 Notwithstanding any provision of law to the contrary,
14 regarding peace officers, employers shall be required to
15 bargain collectively with regard to wages only, and shall not
16 be required to bargain collectively concerning hours and terms
17 and conditions of employment.

18 The chief judge of the judicial circuit that employs a
19 public employee who is a court reporter, as defined in the
20 Court Reporters Act, has the authority to hire, appoint,
21 promote, evaluate, discipline, and discharge court reporters
22 within that judicial circuit.

23 Nothing in this amendatory Act of the 94th General
24 Assembly shall be construed to intrude upon the judicial
25 functions of any court. This amendatory Act of the 94th
26 General Assembly applies only to nonjudicial administrative

1 matters relating to the collective bargaining rights of court
2 reporters.

3 (Source: P.A. 94-98, eff. 7-1-05.)