

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 3 as follows:

6 (5 ILCS 315/3) (from Ch. 48, par. 1603)

7 Sec. 3. Definitions. As ~~As~~ used in this Act, unless the  
8 context otherwise requires:

9 (a) "Board" means the Illinois Labor Relations Board or,  
10 with respect to a matter over which the jurisdiction of the  
11 Board is assigned to the State Panel or the Local Panel under  
12 Section 5, the panel having jurisdiction over the matter.

13 (b) "Collective bargaining" means bargaining over terms  
14 and conditions of employment, including hours, wages, and other  
15 conditions of employment, as detailed in Section 7 and which  
16 are not excluded by Section 4.

17 (c) "Confidential employee" means an employee who, in the  
18 regular course of his or her duties, assists and acts in a  
19 confidential capacity to persons who formulate, determine, and  
20 effectuate management policies with regard to labor relations  
21 or who, in the regular course of his or her duties, has  
22 authorized access to information relating to the effectuation  
23 or review of the employer's collective bargaining policies.

24 (d) "Craft employees" means skilled journeymen, crafts  
25 persons, and their apprentices and helpers.

26 (e) "Essential services employees" means those public  
27 employees performing functions so essential that the  
28 interruption or termination of the function will constitute a  
29 clear and present danger to the health and safety of the  
30 persons in the affected community.

31 (f) "Exclusive representative", except with respect to  
32 non-State fire fighters and paramedics employed by fire

1 departments and fire protection districts, non-State peace  
2 officers, and peace officers in the Department of State Police,  
3 means the labor organization that has been (i) designated by  
4 the Board as the representative of a majority of public  
5 employees in an appropriate bargaining unit in accordance with  
6 the procedures contained in this Act, (ii) historically  
7 recognized by the State of Illinois or any political  
8 subdivision of the State before July 1, 1984 (the effective  
9 date of this Act) as the exclusive representative of the  
10 employees in an appropriate bargaining unit, (iii) after July  
11 1, 1984 (the effective date of this Act) recognized by an  
12 employer upon evidence, acceptable to the Board, that the labor  
13 organization has been designated as the exclusive  
14 representative by a majority of the employees in an appropriate  
15 bargaining unit; or (iv) recognized as the exclusive  
16 representative of personal care attendants or personal  
17 assistants under Executive Order 2003-8 prior to the effective  
18 date of this amendatory Act of the 93rd General Assembly, and  
19 the organization shall be considered to be the exclusive  
20 representative of the personal care attendants or personal  
21 assistants as defined in this Section.

22 With respect to non-State fire fighters and paramedics  
23 employed by fire departments and fire protection districts,  
24 non-State peace officers, and peace officers in the Department  
25 of State Police, "exclusive representative" means the labor  
26 organization that has been (i) designated by the Board as the  
27 representative of a majority of peace officers or fire fighters  
28 in an appropriate bargaining unit in accordance with the  
29 procedures contained in this Act, (ii) historically recognized  
30 by the State of Illinois or any political subdivision of the  
31 State before January 1, 1986 (the effective date of this  
32 amendatory Act of 1985) as the exclusive representative by a  
33 majority of the peace officers or fire fighters in an  
34 appropriate bargaining unit, or (iii) after January 1, 1986  
35 (the effective date of this amendatory Act of 1985) recognized  
36 by an employer upon evidence, acceptable to the Board, that the

1 labor organization has been designated as the exclusive  
2 representative by a majority of the peace officers or fire  
3 fighters in an appropriate bargaining unit.

4 (g) "Fair share agreement" means an agreement between the  
5 employer and an employee organization under which all or any of  
6 the employees in a collective bargaining unit are required to  
7 pay their proportionate share of the costs of the collective  
8 bargaining process, contract administration, and pursuing  
9 matters affecting wages, hours, and other conditions of  
10 employment, but not to exceed the amount of dues uniformly  
11 required of members. The amount certified by the exclusive  
12 representative shall not include any fees for contributions  
13 related to the election or support of any candidate for  
14 political office. Nothing in this subsection (g) shall preclude  
15 an employee from making voluntary political contributions in  
16 conjunction with his or her fair share payment.

17 (g-1) "Fire fighter" means, for the purposes of this Act  
18 only, any person who has been or is hereafter appointed to a  
19 fire department or fire protection district or employed by a  
20 state university and sworn or commissioned to perform fire  
21 fighter duties or paramedic duties, except that the following  
22 persons are not included: part-time fire fighters, auxiliary,  
23 reserve or voluntary fire fighters, including paid on-call fire  
24 fighters, clerks and dispatchers or other civilian employees of  
25 a fire department or fire protection district who are not  
26 routinely expected to perform fire fighter duties, or elected  
27 officials.

28 (g-2) "General Assembly of the State of Illinois" means the  
29 legislative branch of the government of the State of Illinois,  
30 as provided for under Article IV of the Constitution of the  
31 State of Illinois, and includes but is not limited to the House  
32 of Representatives, the Senate, the Speaker of the House of  
33 Representatives, the Minority Leader of the House of  
34 Representatives, the President of the Senate, the Minority  
35 Leader of the Senate, the Joint Committee on Legislative  
36 Support Services and any legislative support services agency

1 listed in the Legislative Commission Reorganization Act of  
2 1984.

3 (h) "Governing body" means, in the case of the State, the  
4 State Panel of the Illinois Labor Relations Board, the Director  
5 of the Department of Central Management Services, and the  
6 Director of the Department of Labor; the county board in the  
7 case of a county; the corporate authorities in the case of a  
8 municipality; and the appropriate body authorized to provide  
9 for expenditures of its funds in the case of any other unit of  
10 government.

11 (i) "Labor organization" means any organization in which  
12 public employees participate and that exists for the purpose,  
13 in whole or in part, of dealing with a public employer  
14 concerning wages, hours, and other terms and conditions of  
15 employment, including the settlement of grievances.

16 (j) "Managerial employee" means an individual who is  
17 engaged predominantly in executive and management functions  
18 and is charged with the responsibility of directing the  
19 effectuation of management policies and practices.

20 (k) "Peace officer" means, for the purposes of this Act  
21 only, any persons who have been or are hereafter appointed to a  
22 police force, department, or agency and sworn or commissioned  
23 to perform police duties, except that the following persons are  
24 not included: part-time police officers, special police  
25 officers, auxiliary police as defined by Section 3.1-30-20 of  
26 the Illinois Municipal Code, night watchmen, "merchant  
27 police", court security officers as defined by Section 3-6012.1  
28 of the Counties Code, temporary employees, traffic guards or  
29 wardens, civilian parking meter and parking facilities  
30 personnel or other individuals specially appointed to aid or  
31 direct traffic at or near schools or public functions or to aid  
32 in civil defense or disaster, parking enforcement employees who  
33 are not commissioned as peace officers and who are not armed  
34 and who are not routinely expected to effect arrests, parking  
35 lot attendants, clerks and dispatchers or other civilian  
36 employees of a police department who are not routinely expected

1 to effect arrests, or elected officials.

2 (l) "Person" includes one or more individuals, labor  
3 organizations, public employees, associations, corporations,  
4 legal representatives, trustees, trustees in bankruptcy,  
5 receivers, or the State of Illinois or any political  
6 subdivision of the State or governing body, but does not  
7 include the General Assembly of the State of Illinois or any  
8 individual employed by the General Assembly of the State of  
9 Illinois.

10 (m) "Professional employee" means any employee engaged in  
11 work predominantly intellectual and varied in character rather  
12 than routine mental, manual, mechanical or physical work;  
13 involving the consistent exercise of discretion and adjustment  
14 in its performance; of such a character that the output  
15 produced or the result accomplished cannot be standardized in  
16 relation to a given period of time; and requiring advanced  
17 knowledge in a field of science or learning customarily  
18 acquired by a prolonged course of specialized intellectual  
19 instruction and study in an institution of higher learning or a  
20 hospital, as distinguished from a general academic education or  
21 from apprenticeship or from training in the performance of  
22 routine mental, manual, or physical processes; or any employee  
23 who has completed the courses of specialized intellectual  
24 instruction and study prescribed in this subsection (m) and is  
25 performing related work under the supervision of a professional  
26 person to qualify to become a professional employee as defined  
27 in this subsection (m).

28 (n) "Public employee" or "employee", for the purposes of  
29 this Act, means any individual employed by a public employer,  
30 including interns and residents at public hospitals and, as of  
31 the effective date of this amendatory Act of the 93rd General  
32 Assembly, but not before, personal care attendants and personal  
33 assistants working under the Home Services Program under  
34 Section 3 of the Disabled Persons Rehabilitation Act, subject  
35 to the limitations set forth in this Act and in the Disabled  
36 Persons Rehabilitation Act, but excluding all of the following:

1 employees of the General Assembly of the State of Illinois;  
2 elected officials; executive heads of a department; members of  
3 boards or commissions; the Executive Inspectors General; any  
4 special Executive Inspectors General; employees of each Office  
5 of an Executive Inspector General; commissioners and employees  
6 of the Executive Ethics Commission; the Auditor General's  
7 Inspector General; employees of the Office of the Auditor  
8 General's Inspector General; the Legislative Inspector  
9 General; any special Legislative Inspectors General; employees  
10 of the Office of the Legislative Inspector General;  
11 commissioners and employees of the Legislative Ethics  
12 Commission; employees of any agency, board or commission  
13 created by this Act; employees appointed to State positions of  
14 a temporary or emergency nature; all employees of school  
15 districts and higher education institutions except  
16 firefighters and peace officers employed by a state university;  
17 managerial employees; short-term employees; confidential  
18 employees; independent contractors; and supervisors except as  
19 provided in this Act.

20 Personal care attendants and personal assistants shall not  
21 be considered public employees for any purposes not  
22 specifically provided for in this amendatory Act of the 93rd  
23 General Assembly, including but not limited to, purposes of  
24 vicarious liability in tort and purposes of statutory  
25 retirement or health insurance benefits. Personal care  
26 attendants and personal assistants shall not be covered by the  
27 State Employees Group Insurance Act of 1971 (5 ILCS 375/).

28 Notwithstanding Section 9, subsection (c), or any other  
29 provisions of this Act, all peace officers above the rank of  
30 captain in municipalities with more than 1,000,000 inhabitants  
31 shall be excluded from this Act.

32 (o) "Public employer" or "employer" means the State of  
33 Illinois; any political subdivision of the State, unit of local  
34 government or school district; authorities including  
35 departments, divisions, bureaus, boards, commissions, or other  
36 agencies of the foregoing entities; and any person acting

1 within the scope of his or her authority, express or implied,  
2 on behalf of those entities in dealing with its employees. As  
3 of the effective date of this amendatory Act of the 93rd  
4 General Assembly, but not before, the State of Illinois shall  
5 be considered the employer of the personal care attendants and  
6 personal assistants working under the Home Services Program  
7 under Section 3 of the Disabled Persons Rehabilitation Act,  
8 subject to the limitations set forth in this Act and in the  
9 Disabled Persons Rehabilitation Act. The State shall not be  
10 considered to be the employer of personal care attendants and  
11 personal assistants for any purposes not specifically provided  
12 for in this amendatory Act of the 93rd General Assembly,  
13 including but not limited to, purposes of vicarious liability  
14 in tort and purposes of statutory retirement or health  
15 insurance benefits. Personal care attendants and personal  
16 assistants shall not be covered by the State Employees Group  
17 Insurance Act of 1971 (5 ILCS 375/). "Public employer" or  
18 "employer" as used in this Act, however, does not mean and  
19 shall not include the General Assembly of the State of  
20 Illinois, the Executive Ethics Commission, the Offices of the  
21 Executive Inspectors General, the Legislative Ethics  
22 Commission, the Office of the Legislative Inspector General,  
23 the Office of the Auditor General's Inspector General, and  
24 educational employers or employers as defined in the Illinois  
25 Educational Labor Relations Act, except with respect to a state  
26 university in its employment of firefighters and peace  
27 officers. County boards and county sheriffs shall be designated  
28 as joint or co-employers of county peace officers appointed  
29 under the authority of a county sheriff. Nothing in this  
30 subsection (o) shall be construed to prevent the State Panel or  
31 the Local Panel from determining that employers are joint or  
32 co-employers.

33 (p) "Security employee" means an employee who is  
34 responsible for the supervision and control of inmates at  
35 correctional facilities. The term also includes other  
36 non-security employees in bargaining units having the majority

1 of employees being responsible for the supervision and control  
2 of inmates at correctional facilities.

3 (q) "Short-term employee" means an employee who is employed  
4 for less than 2 consecutive calendar quarters during a calendar  
5 year and who does not have a reasonable assurance that he or  
6 she will be rehired by the same employer for the same service  
7 in a subsequent calendar year.

8 (r) "Supervisor" is an employee whose principal work is  
9 substantially different from that of his or her subordinates  
10 and who has authority, in the interest of the employer, to  
11 hire, transfer, suspend, lay off, recall, promote, discharge,  
12 direct, reward, or discipline employees, to adjust their  
13 grievances, or to effectively recommend any of those actions,  
14 if the exercise of that authority is not of a merely routine or  
15 clerical nature, but requires the consistent use of independent  
16 judgment. Except with respect to police employment, the term  
17 "supervisor" includes only those individuals who devote a  
18 preponderance of their employment time to exercising that  
19 authority, State supervisors notwithstanding. In addition, in  
20 determining supervisory status in police employment, rank  
21 shall not be determinative. The Board shall consider, as  
22 evidence of bargaining unit inclusion or exclusion, the common  
23 law enforcement policies and relationships between police  
24 officer ranks and certification under applicable civil service  
25 law, ordinances, personnel codes, or Division 2.1 of Article 10  
26 of the Illinois Municipal Code, but these factors shall not be  
27 the sole or predominant factors considered by the Board in  
28 determining police supervisory status.

29 Notwithstanding the provisions of the preceding paragraph,  
30 in determining supervisory status in fire fighter employment,  
31 no fire fighter shall be excluded as a supervisor who has  
32 established representation rights under Section 9 of this Act.  
33 Further, in new fire fighter units, employees shall consist of  
34 fire fighters of the rank of company officer and below. If a  
35 company officer otherwise qualifies as a supervisor under the  
36 preceding paragraph, however, he or she shall not be included



1 in the fire fighter unit. If there is no rank between that of  
2 chief and the highest company officer, the employer may  
3 designate a position on each shift as a Shift Commander, and  
4 the persons occupying those positions shall be supervisors. All  
5 other ranks above that of company officer shall be supervisors.

6 (s) (1) "Unit" means a class of jobs or positions that are  
7 held by employees whose collective interests may suitably  
8 be represented by a labor organization for collective  
9 bargaining. Except with respect to non-State fire fighters  
10 and paramedics employed by fire departments and fire  
11 protection districts, non-State peace officers, and peace  
12 officers in the Department of State Police, a bargaining  
13 unit determined by the Board shall not include both  
14 employees and supervisors, or supervisors only, except as  
15 provided in paragraph (2) of this subsection (s) and except  
16 for bargaining units in existence on July 1, 1984 (the  
17 effective date of this Act). With respect to non-State fire  
18 fighters and paramedics employed by fire departments and  
19 fire protection districts, non-State peace officers, and  
20 peace officers in the Department of State Police, a  
21 bargaining unit determined by the Board shall not include  
22 both supervisors and nonsupervisors, or supervisors only,  
23 except as provided in paragraph (2) of this subsection (s)  
24 and except for bargaining units in existence on January 1,  
25 1986 (the effective date of this amendatory Act of 1985). A  
26 bargaining unit determined by the Board to contain peace  
27 officers shall contain no employees other than peace  
28 officers unless otherwise agreed to by the employer and the  
29 labor organization or labor organizations involved.  
30 Notwithstanding any other provision of this Act, a  
31 bargaining unit, including a historical bargaining unit,  
32 containing sworn peace officers of the Department of  
33 Natural Resources (formerly designated the Department of  
34 Conservation) shall contain no employees other than such  
35 sworn peace officers upon the effective date of this  
36 amendatory Act of 1990 or upon the expiration date of any

1 collective bargaining agreement in effect upon the  
2 effective date of this amendatory Act of 1990 covering both  
3 such sworn peace officers and other employees.

4 (2) Notwithstanding the exclusion of supervisors from  
5 bargaining units as provided in paragraph (1) of this  
6 subsection (s), a public employer may agree to permit its  
7 supervisory employees to form bargaining units and may  
8 bargain with those units. This Act shall apply if the  
9 public employer chooses to bargain under this subsection.

10 (Source: P.A. 93-204, eff. 7-16-03; 93-617, eff. 12-9-03.)