



The Illinois Public Employer-Labor Relations Association, IPELRA, provides exceptional and valued resources for professional development and advocacy in labor relations and human resources for public sector employers.

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Editors:
Robert J. Smith, Jr.
James J. Powers

REPORTER

*From the IPELRA Training
Committee:*

Call for Presenters for 2016 Annual Conference

HR and labor practitioners and public sector industry experts are invited to submit proposals for presentation at the IPELRA 38th Annual Conference in Galena, Illinois, from October 23rd – October 26th, 2016.

Guidelines and a Submittal Form are attached at the end of this issue of the Newsletter.

Would you like to present? Send in a proposal! Do you know of a great presenter who might be interested? Send them the Guidelines and Form!

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Illinois Supreme Court Issues Three Labor and Employment Law Decisions



The Illinois Supreme Court has been known to go months, if not years, without issuing a significant labor and employment decision. On March 24, 2016, however, the Court unusually issued a “trifecta” of decisions that may have far-reaching impact for Illinois public employers. We have summarized those three decisions in this newsletter, beginning with a decision that addresses the legal implications of the General Assembly declining to appropriate funds for collectively bargained wage increases.

State of Ill. v. AFSCME Council 31, 2016 IL 118422

This case involves events dating back to Governor Quinn’s administration, when the Illinois General Assembly declined to fully fund his recommended budget for the 2011-12 fiscal year.

cont. on p. 2

The information contained in this publication is not intended to serve as legal advice. Although we consider the information to be timely and accurate, we recommend consulting with counsel to address your specific needs.

III. Supreme Court (cont. from p. 1)

Specifically, the Governor had submitted a budget request that would have funded a 4% increase for AFSCME employees for the 2011-12 fiscal year (consisting of 2% on July 1, 2011 and another 2% on February 1, 2012). These salary increases were mandated by the 2009-2012 State-AFSCME collective bargaining agreement (as subsequently amended by the parties). The ultimate budget that the General Assembly passed, however, was insufficient to cover the approximately \$75 million that was needed to cover these increases for AFSCME employees in 14 state agencies.

As a result, the Illinois Department of Central Management Services issued a memorandum on July 1, 2011, advising staff that due to insufficient appropriations, the negotiated wage increases legally could not be implemented for the aforementioned 14 state agencies. AFSCME subsequently filed a grievance over the withheld wage increases for fiscal year 2011-12. In turn, Arbitrator Edwin Benn ruled that the State had violated its contract with AFSCME by withholding the contractually required wage increase. In doing so, the Arbitrator relied on the plain language of the contract, and declined to address the various public policy arguments raised by the State based on the General Assembly's appropriations authority.

The State subsequently sued in state court to vacate the arbitration award, arguing (among other things) that the award violated Illinois public policy, because it circumvented the General Assembly's constitutional appropriations authority. Both the trial court and the First District Appellate Court rejected these arguments, and confirmed Arbitrator Benn's award.

In a 5-1 decision, however, the Illinois Supreme Court reversed the lower courts. While the Supreme Court agreed that Arbitrator Benn's award "drew its essence" from the AFSCME collective bargaining agreement, the Court agreed with the State that the award violated a well-established public policy against the payment of salaries that have not been properly appropriated by the State legislature. In doing so, the Court relied heavily on the following provision found in the Illinois Public Labor Relations Act:

Subject to the appropriation power of the employer, employers and exclusive bargaining representatives may negotiate multi-year collective bargaining agreements pursuant to the provisions of this Act.

5 ILCS 315/21 (emphasis added). According to the Court, this statutory provision (which existed when the parties executed their collective bargaining agreement) is considered a "part of the contract."

As a result, the Court concluded that the wage increases set forth in the AFSCME collective bargaining agreement were subject to the General Assembly's appropriations power. In turn, the Court noted that Section 2(b) of Article VIII of the Illinois Constitution states that "[t]he General Assembly by law shall make appropriations for all expenditures of public funds by the State." No other branch of State government possesses such power. As such, the Court majority concluded that Arbitrator Benn's award could not stand, since it ordered the State to pay salaries in contravention of the Illinois Constitution.

In doing so, the Court rejected AFSCME's argument that "if funding for wage increases in a collective bargaining agreement is ultimately dependent on the spending decisions of the General Assembly, collective bargaining with the State is rendered meaningless." The Court noted that when a public sector union bargains with a state agency, it does so with the "knowledge that any agreement reached will be affected by the General Assembly's appropriations power." Such approval is a unique feature of public sector collective bargaining with which private sector unions do not have to contend.

This decision obviously has immediate impact on State employees who belong to collective bargaining units. Time will tell, however, whether this decision has any relevance for other types of Illinois governmental entities, which may have different statutory appropriations authority and/or procedures for approving collective bargaining agreements. Labor counsel therefore should be consulted before decisions are made regarding contractual wage increases in reliance on this decision. ■

NEWS FROM IPELRA's MEMBERS

Creation of Fire Department Physician/Medical Advisor



The IPELRA newsletter editors always welcome articles from IPELRA's members regarding "success stories" and/or innovative approaches to labor and employee relations. Below is one such article by Fire Chief Craig Haigh from the Village of Hanover Park. As you will see, Chief Haigh summarizes a new approach that his public employer has adopted in the context of evaluating a firefighter's medical fitness-for-duty.

One of the most challenging aspects for HR Managers and fire chiefs is evaluating a firefighter's fitness-for-duty. Most organizations utilize a local occupational health contractor to provide employee pre-employment physicals and (in some cases) annual medical exams. Many of these occupational medicine physicians have very limited knowledge of the actual job duties of firefighters, including for example the physiologic impact of heat stress. These physicians make decisions based on their interpretation of NFPA standards for the fire service without a true understanding of firefighters from the "Industrial Athlete" perspective. This often can yield questionable application of the overall intent of the standard.

More challenging yet is the injured firefighter or one who has suffered a cardiovascular event that requires stent placement or bypass surgery, and who now is reliant upon their personal physician to determine fitness for duty. In these cases it is almost guaranteed that the physician making the decision has insufficient knowledge of the physical demands required to operate as a firefighter.

All of us have seen firefighters sent back to work who should not be on the job and/or who are not sufficiently rehabbed and ready to assume their full firefighting duties. Likewise, there are firefighters who should be working, but their physician refuses to release them back to duty.

Unfortunately, there are very few physicians who are fire service experts and are qualified to navigate the challenges of fitness-for-duty medical exams and return-to-work releases. With this lack of availability, HR managers and fire chiefs are at a serious disadvantage in making sound employment decisions.

In an attempt to address this concern, the Village of Hanover Park has added a new position to their fire department ranks called **Physician/Medical Advisor**. This new position comes about based on a unique opportunity for the organization. Dr. Saeed Khaja, an internal medicine physician (who is completing his residency in cardiology) was appointed to the new position. Dr. Khaja formerly served as a firefighter/paramedic with the Hanover Park Fire Department. He stayed in communication with the Department throughout medical school and his residency, working shifts as a part-time firefighter/paramedic and providing EMS training to the members of the Department. He has now agreed to return in a pro bono status to this new unique position.

Dr. Khaja's primary role is to provide guidance to Village staff and to serve as a liaison with health care professionals and occupational health physicians related to firefighter health concerns, fitness-for-duty, disease prevention, physical fitness and nutrition. He will also focus his attention on medical research related to firefighter health, and is expected to coordinate with national research bodies who are looking at occupational health concerns specifically related to the fire service.

The Village believes that this is an innovative approach to one of the most challenging issues related to workplace health. By having a staff physician that has the requisite expertise to evaluate, make recommendations and intervene on behalf of the employer will not only prove helpful in enhancing firefighter health and safety, but will likely save the Village money in the long run.

ASSOCIATION NEWS



UPCOMING TRAINING



Illinois Dept. of Human Rights: Americans with Disabilities Act UPDATE

Presented by: *Keisha Nelson, Esq.*
Ill. Dept. of Human Rights

Both federal and state laws prohibit discrimination on the basis of physical or mental disability. However, in the 21st century, persons with disabilities continue to face negative attitudes and discrimination in the workplace. This training will help participants understand the Americans with Disabilities Act (ADA) and the disability provisions of the Illinois Human Rights Act (IHRA). In addition, the training defines “disability”; explains who is a “qualified individual with a disability”; explains the employer’s obligation to provide reasonable accommodations; defenses for failing to do so; and provides guidance on pre-employment inquiries regarding disabilities.

Upon completing this training, participants should be able to understand:

- The requirements of the ADA and IHRA
- The scope of the ADA and IHRA
- Who qualifies as “an individual with a disability”
- How to determine a reasonable accommodation with respect to essential job functions
- Confidentiality under the ADA

About the Speaker: Keisha Nelson began working with the Illinois Department of Human Rights’ Institute for Training and Development in 2006 and has not only trained thousands of individuals on various EEO/non-discrimination trainings, but helped develop training material on the subjects of Emotional Intelligence and Harassment in the Workplace. Prior to working for the Training Institute, Keisha served as a Staff Attorney with the Department’s Legal Division for six years, providing invaluable knowledge with respect to non-discrimination laws and the Illinois Human Rights Act in particular. Keisha’s training style is very conversational, infusing dialogue with humor and education to create an inviting, interactive and relaxed training atmosphere.

Thursday, April 7, 2016

9:00 a.m. – Noon

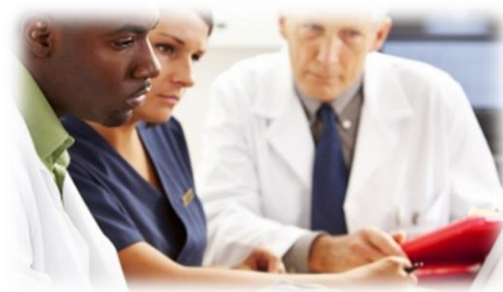
(Registration begins at 8:30 a.m.)

**Village of Hoffman Estates
1900 Hassell Road
Hoffman Estates, IL 60169**

The full brochure and registration information is available on www.ipelra.org

REGISTRATION NOW OPEN!!

Utilizing Medical Experts in Addressing Employee Illness and Injuries (FMLA, ADA, Fitness for Duty, and More)



Presented by: *Yvette Heintzelman*
(Clark Baird Smith LLP)

Rishi Garg, M.D.
(Neurologist, Dept. of Veterans
Affairs)

Tracy L. Rogers, Ph.D.
(Isaac Ray Forensic Group)

Lisa Scheiner
(Asst. Vill. Adm., Village of River Forest)

Thursday, May 19, 2016

9:00 a.m. – Noon

(Registration begins at 8:30 a.m.)

**Prairie Center for the Arts
101 Schaumburg Court
Schaumburg, IL 60193**

Join us as a panel of management, legal and medical experts discuss their experiences and offer employers advice and guidance to navigate through medical issues that arise in connection with employee illness and injury claims, both work and non-work related. The panelists will discuss the utilization of physicians to assist in addressing issues arising under the FMLA, ADA, fitness for duty, workers' comp claims, disability pension claims and PSEBA. The stakes are high for employers and have a significant impact on operations and expenses. Learn more about the strategies and resources employers can utilize to navigate these issues.

Participants should expect discussions on:

- Specific fact patterns regarding ill/injured employees based loosely on experiences with real clients
- Resources available to employers, and the strategies they might employ, when employees attend IMEs related to fitness for duty issues, workers' comp claims, pension applications, PSEBA claims, etc.
- What specifically physicians look for when performing IMEs
- Ways evaluators approach identified issues when there is a psychological injury/illness

The full brochure and registration information is available on www.ipelra.org

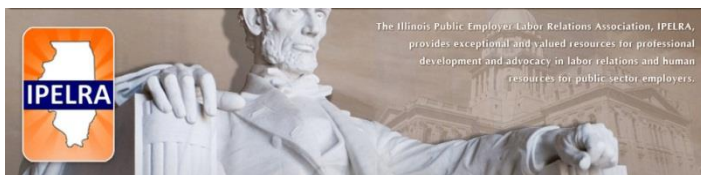
IPELRA Holds 2016 Employment Law Seminar

WE BROKE A RECORD! Due to the increased space available at Drury Lane Theater and Conference Center, we were able to accept **over 500 registrants** for this year's Seminar.

Thanks to **Clark Baird Smith LLP** for conducting another great group of plenary and breakout sessions. And thanks to IPELRA's **Training Committee** and **Committee Chair Leslie Rienzie-Barry!**



VISIT OUR WEBSITE
www.ipelra.org



Check out IPELRA's website for information concerning our Association, upcoming training, membership information, Committee news ... and much, much more. Including our Job Posting site! Plus, sign up for e-mail notifications on new training opportunities, new job postings, and the like.

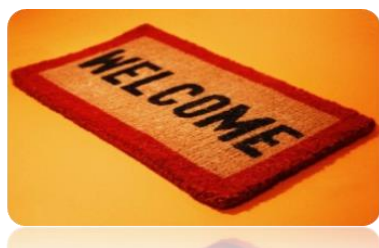
IPELRA is continuing its efforts to improve its website and make it a useful tool for our membership. So come and visit us at www.ipelra.org.

MEMBERS ONLY

Individual User IDs and Passwords are necessary to access the "Members Only" portions of the site – contact the Secretariat office if you don't have yours.

Visit "Members Only" for:

- **Collective Bargaining Agreements:** Access current labor agreements and contracts
- **Discussion Forum:** Access NPELRA discussion forums
- **IPELRA Membership Database**
- **NPELRA Membership Database**
- **Newsletter Archive:** Access important and timely information concerning significant legal decisions, recent arbitration awards and settlements, pending legislation, *etc.*
- **Update Your Membership Record**



Welcome New Members!!

Maggie Hickey-Hall (Active)
 Asst. Fin. Dir./HR Manager
 City of Lockport

Rhashonda Williams (Active)
 HR Director
 Rockford Park District

Kent Newton (Active)
Director of Administration
Sanitary District of Decatur

Sue McLaughlin (Active)
City Administrator
City of Macomb

Brian Lambel (Active)
Fire Chief
Village of Mount Prospect

Greg Van Dahm (Active)
HR Manager
Village of Northbrook

Debra Ford (Active)
Village Clerk & Adm. Services Mgr.
Village of Northbrook



IPELRA's Ambassador Program

The Ambassador program was created to ensure that new IPELRA members get the most out of their membership. Our Ambassadors consist of seasoned members who are prepared to show new members "the ropes" ... to understand all of the benefits of membership in IPELRA. Each new member will be contacted by one of our Ambassadors (listed below).

Maureen Albright
Village of Woodridge

Patty Hoppenstedt
City of DeKalb

Kelly Livingston
Village of Arlington Heights

Lynn Lohman
City of Elmhurst

Rocella Rodgers
Northwest Central Dispatch System

Cristina White
Village of Itasca

NPELRA's Mentor Program



Here's another great way to make the most of your membership – offered by our National Association! Have you considered joining NPELRA's Mentor Program as either a Mentor or Mentee? If not, now is the time! After being paired with a Mentor/Mentee, you will have an opportunity to learn and grow or share the valuable lessons you have learned throughout your career. The best part is, the opportunity to participate in the NPELRA Mentorship Program is included in your membership.

Unlike similar programs, the NPELRA Mentorship Program is geared specifically towards labor relations professionals! Several of our Mentee/Mentor pairs have been communicating for over a year, and are continuing to experience growth in their career through these exciting partnerships. Take part in this exciting opportunity as the program continues to grow!

[Click here to learn more about the Mentor Program and sign up](#)

From the Legislative Committee

The following link to the Illinois State Board of Elections may be helpful to IPELRA members who wish to contact their local legislators concerning matters of interest.

The link provides a search window which allows browsers to search by district number, a particular official's name, or by the address of the constituent. www.elections.il.gov/DistrictLocator/addressfinder.aspx.

Also, check out the Committee's page on www.ipelra.org.



We Want to Hear From You

Just settled a contract? Just received an arbitration award? A promotion? Moved to a new jurisdiction? Tell us about it!

Each issue of the *Reporter* includes the "IPELRA Information Exchange" newsletter reporting form. It's a great way to share information. Just fill it in and mail or fax it to us. OR, if your jurisdiction has had an experience that you think other members would like to hear about, please pass it along for publication as a "war story" in the IPELRA newsletter.

To submit an article for the newsletter, contact Debi Stensland at the Secretariat office (via E-Mail: ipelra1978@gmail.com). We look forward to hearing from you.



LEGAL DECISIONS OF INTEREST

Illinois Supreme Court Declares Chicago Pension Reform Unconstitutional

In its second labor and employment decision issued on March 24, 2016, the Illinois Supreme Court ruled that several pension reform efforts for City of Chicago employees violated the Illinois Constitution's so-called

pension protection clause. That clause states that "[m]embership in any pension or retirement system of the State, any unit of local government or school district, or any agency or instrumentality thereof, shall be an

enforceable contractual relationship, the benefits of which shall not be diminished or impaired.”

In *Jones v. Municipal Employees’ Annuity & Benefit Fund of Chicago*, 2016 IL 119618, the General Assembly passed a law in 2014 which sought to amend two pension funds that cover Chicago employees and non-teacher employees of the Chicago public school system. These two pension funds provide traditional defined benefit plans under which members receive specified annuities upon retirement generally based upon the member’s salary, years of service, and age at retirement.

The 2014 amendments adopted several strategies to deal with the underfunding of these two plans. One amendment required employee contributions to increase from the current 8.5% to approximately 11% by 2019. Another amendment switched the annual increase in pension payouts to retirees from the current flat 3% annual increase to an annual increase equal to the lesser of (a) 3% or (b) half the annual unadjusted percentage increase to the Consumer Price Index. Other modifications were made, including a delay in the time when a retiree begins receiving an initial pension increase.

Without squarely addressing the legality of the increased employee contribution rate, the Supreme Court had little difficulty in finding that the other reductions in the amount of post-employment retiree pension payouts violated the Illinois Constitution’s pension protection clause. In doing so, the Court mostly relied on the legal analysis included in its prior pension decision from 2015. See *In re Pension Reform Litigation*, 2015 IL 118585. The Court explained that public pension benefits in Illinois are a contractual right, which “attach at the time an individual begins employment and becomes a member of the public pension system.” Here, the amendments to the two Chicago pension funds improperly reduced the value of annual annuity increases – in some cases, the annual increases were postponed, and in other cases entirely eliminated. In the opinion of the Court, “[t]hese modifications to pension benefits unquestionably diminish

the value of the retirement annuities the members . . . were promised when they joined the pension system.”

While this conclusion is not totally surprising in light of the Court’s 2015 ruling in the State pension reform case, the Court’s commentary on the collective bargaining aspects of this matter provide a possible path for future pension reform efforts. In that respect, the City of Chicago argued that the pension amendments were valid because they were essentially “a bargained for exchange” between the City and a consortium of various labor organizations that represent pension fund participants. The City stressed that a group of 31 member unions had worked with the City for over two-and-half years to formulate the amendments as a solution to the brewing pension crisis. Twenty-eight of the 31 member unions ultimately supported the

pension reform efforts, and expressed their support to state legislators.

The Supreme Court rejected these facts, however, as evidence that public employees “bargained away their constitutional rights.” In doing so, the Court acknowledged that “nothing prohibits an employee from knowingly and voluntarily agreeing to modify pension benefits from an employer in exchange for valid consideration from the employer.” By extension, since the unions in this matter serve as the exclusive bargaining representatives for the employees at issue, the Court theorized that the unions could have negotiated modifications to the pension funds via the collective bargaining process. In this matter, however, the Court interpreted the unions’ efforts as no different than “legislative advocacy on behalf of any interest group supporting collective interests to a lawmaking body.”

Although this decision still leaves the Chicago and State pension funds in dire financial straits, the Court’s citation to the collective bargaining process provides a possible avenue for solving the crisis. If the State and other public employers can achieve a contractual modification to the existing pension system for current employees by negotiating a change with labor organizations, the Illinois Constitution’s pension protection clause could be addressed.



Illinois Supreme Court Further Clarifies the Meaning of an “Emergency” Under the PSEBA

In its third labor and employment decision issued on March 24, 2016, the Illinois Supreme Court again revisited the definition of “emergency” as that term is used in Section 10(b) of the Public Safety Employees Benefits Act (“PSEBA”). In *Vaughn v. City of Carbondale*, 2016 IL 119181, a police officer maintained that he was entitled to free health insurance benefits under the PSEBA, due to the fact that he suffered a “catastrophic injury” while responding to what he reasonably believed was an emergency. In *Vaughn*, the officer was driving his squad car through the parking lot of a local mall when he was stopped by a motorist asking for directions. The officer parked his car, and went over to talk to the motorist. During the ensuing conversation, the officer heard a dispatch call come across his squad car radio. Because the officer had his portable radio turned off, he had to walk back to the squad car to answer the dispatch call. In doing so, he reached headfirst through the driver’s side door in order to reach the microphone. As the officer reached inside the squad car, he struck the top of his head on the door frame, which allegedly caused him to “see stars.” Subsequent medical evaluations diagnosed him with a compression fracture in his vertebrae. The officer never returned to work, and ultimately received a line-of-duty disability pension.

After a rather long and complicated procedural history involving several legal challenges to the rulings of the local police pension board, the Supreme Court addressed the ultimate legal question – was the officer entitled to PSEBA benefits because he was responding to what he reasonably believed was an “emergency?” In answering this question,

the Court relied on its previous definition of an emergency: “[a]n unforeseen circumstance involving imminent danger to a person or property requiring an urgent response.” The Court concluded that the officer was not responding to an “emergency” when he ducked his head into the car to answer the dispatch call:

“Answering a call from dispatch is not an unforeseen circumstance. No unexpected or

unforeseen developments arose while plaintiff was answering the call from dispatch. Moreover, there are no facts establishing any imminent danger to a person or property requiring an urgent response surrounding the call from dispatch. For those reasons, there is no

evidence that plaintiff’s injury was suffered in response to what was reasonably believed to be an emergency.”

While this is a welcome result after a long series of appellate court decisions that have been adverse to Illinois public employers, time will tell whether this decision has broader implications for other PSEBA claims. For example, dispatch calls in others contexts (*e.g.*, fire dispatch calls that result in fire crews driving from a fire station to an emergency scene) may or may not qualify as an “emergency” depending on the amount of information or detail that the public employee has when responding. Therefore, it is important for public employers to carefully consider the specific factual circumstances surrounding a public safety “emergency” when determining eligibility for PSEBA benefits.



EMERGENCY

CPI/ECI UPDATE



According to statistics compiled by the U.S. Bureau of Labor Statistics, the consumer price index for all urban consumers (CPI-U) *decreased* by 0.2 percent in February 2016 on a seasonally adjusted basis, after the CPI-U witnessed no change in January 2016. Overall, the CPI-U

has increased by only 1.0 percent on an unadjusted basis for the last 12 months.

The next employment cost index (ECI) report for the first quarter of 2016 is due to be published at the end of April 2016.

NEWS YOU CAN USE



Median First-Year Wage Increase Stands at 2.3%

According to data collected by Bloomberg-BNA, the median first-year wage increase for all state and local government contracts negotiated through March 7, 2016 stands at 2.3 percent. This is more than the 2.0 percent median increase for the same time period in 2015. *54 Government Employee Relations Report 350 (Mar. 15, 2016).*



COLLECTIVE BARGAINING SETTLEMENTS

Employer	Union	Term	Wages	
Village of Winnetka	MAP Chapter 54 (Patrol Officers	3 years	Wages:	
			4/1/15	1.75%
			1/1/16	2.50%
			1/1/17	2.50%
			1/1/18	2.75%
<u>Insurance:</u> Phase-out of HRA by end of contract				
City of Flora	FOP Labor Council (Patrol Officers and Sergeants)	3 years	Wages:	
			1/1/16	3.00%
			1/1/17	3.00%
			1/1/18	3.00%
<u>Insurance:</u> Single plan health insurance participants will begin paying \$20 per month for coverage				

2016 TRAINING OPPORTUNITIES



SAVE THE DATE!!

January REGISTRATION OPEN FOR EMPLOYMENT LAW SEMINAR IN MARCH!	February <i>Supervisory Training (Two Sessions)</i> <u>February 4, 2016</u> Arlington Hts., Illinois <u>February 18, 2016</u> Oak Brook Library Oakbrook, Illinois	March <u>March 4, 2016</u> <i>EMPLOYMENT LAW SEMINAR</i> CLARK BAIRD SMITH LLP Drury Lane Oakbrook Terrace, Illinois	April <u>April 7, 2016</u> <i>IDHR Presents: ADA</i> Attorney Keisha Nelson Hoffman Estates, Illinois Apr 17-21, 2016 NPELRA ATC/Memphis, TN
May <u>May 19, 2016</u> <i>Independent Medical Examinations</i> Attorney Yvette Heintzelman Clark Baird Smith LLP Prairie Center for the Arts Schaumburg, Illinois	June <u>June 16, 2016</u> <i>Just Cause ... or Jus Cuz</i> Attorney Lisa R. Callaway Engler, Callaway, Baasten & Sraga, LLC Darien/Woodridge FPD Woodridge, Illinois	July Consider nominating a colleague for the IPELRA James Baird Leadership Award!	August REGISTRATION OPEN FOR IPELRA ANNUAL CONFERENCE IN OCTOBER!
September <u>September 15, 2016</u> <i>Performance Appraisals</i> Attorney Robert Smith, Clark Baird Smith LLP; and Dr. Lewis G. Bender, Ph.D. The Centre of Elgin, Elgin, Ill.	October <u>October 23-26, 2016</u> <i>38th Annual Conference</i> Galena, Illinois	November 2017 Training Calendar Available!	December <u>December 8, 2016</u> <i>Legislative Update</i> Attorney James Powers, Clark Baird Smith LLP; and Taylor Anderson, Anderson Legislative Consulting, Ltd. Rosemont, Illinois

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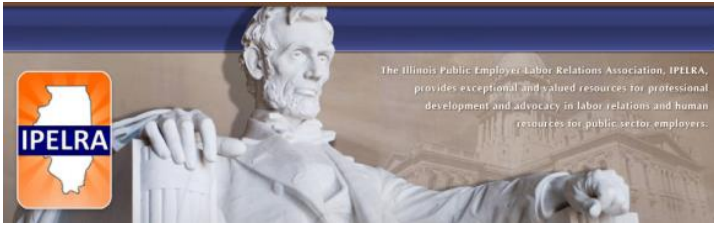
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Rocella
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Stonitsch



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Hoppenstedt,
Leslie Rienzie-
Barry, Kay
Argo, Caryl
Rebholz



IPELRA

INFORMATION EXCHANGE

Newsletter Reporting Form

All IPELRA members are encouraged to utilize the *Reporter* to exchange labor relations and employment law information with the other members.

Agency Name	
Person Completing Form	
Telephone Number/E-Mail	

Contract Settlement Information

(There is no need to submit the entire contract. However, if you choose to do so, please highlight the important language changes you wish to report.)

Union/Unit	
Contract Duration	
Wage Adjustments	
Insurance Adjustments	
Other important language changes or modifications	

Interest Arbitration Information

(Please attach copy of entire award)

Comments:

Grievance Arbitration Information

(Please attach copy of entire award)

Comments:

Information on Member Activities

(Please let us know about appointments, promotions, transfers, etc.)

Comments:

PLEASE MAIL OR FAX THIS FORM TO: James J. Powers, Editor, IPELRA Newsletter, 6133 N. River Road, Suite 1120, Rosemont, IL 60018 (FAX: 847-378-7070). Or, if you prefer, please **E-MAIL** any newsletter submissions to the IPELRA Secretariat Office at ipelra1978@gmail.com.



IPELRA Concurrent Session Submittal Form

HR and Labor practitioners and public sector industry experts are invited to submit proposals for presentation at the IPELRA 38th Annual Conference in Galena, Illinois, from October 23rd - October 26th, 2016.

Each concurrent session will last approximately 60 to 75 minutes. The Illinois Public Employer Labor Relations Association has a proud tradition of using the annual conference as a platform for developing its management focused members and offering training that will assist members in their day to day jobs. This three-day statewide conference provides valuable professional exposure to public sector human resources, labor relations, and management professionals of Illinois.

IPELRA provides concurrent presenters with a complimentary registration for the day of their presentation.

If you are interested in submitting a concurrent session proposal, please complete the attached form and return to: IPELRA1978@gmail.com, no later than Friday, April 29, 2016.

The training committee will be meeting the week of May 1st to set the 2016 Annual Training Conference program. If selected, you will be contacted by May 10th to discuss next steps.

PRESENTATION GUIDELINES

- Presentation completed in approximately 60 to 75 minutes
- Involve and engage the audience
- Include a practical take-away that participants can use immediately
- Address one of the following topics:
 - Collective Bargaining and Labor Relations
 - Legal and Compliance Issues
 - Health and Wellness
 - Employment Law and Legislation
 - Employment Benefits
 - HR Best Practice Policies, Procedures and Programs in a labor workforce
 - Employee Benefits
 - Great Workplaces

BENEFITS OF PRESENTING TO IPELRA MEMBERS

- Presenting at the IPELRA Annual Conference can be a great opportunity to present before statewide HR and Labor Relations professionals with a management focus
- The annual conference is well attended (125-160) and presents excellent networking opportunities

PRESENTER INFORMATION

Name: _____

Title: _____

Company: _____

Website: _____

Address: _____

Phone: _____ Email: _____

PROGRAM TITLE AND A BRIEF DESCRIPTION:

If more than one concurrent session is being submitted, please feel free to attach additional information.

Please provide the name and contact information of one person who has seen you present.

Please provide a brief bio.
