

## **ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD**

### **POLICY ON MEDIATOR/ARBITRATOR/FACT FINDER CRITERIA, QUALIFICATIONS, APPOINTMENT AND REMOVAL PROCEDURES**

**INTRODUCTION:** Article 6 of the Illinois Education Labor Relations Act provides that the Illinois Educational Labor Relations Board shall establish a Labor Mediation Roster from which educational employers and educational employee organizations can select third party neutrals to arbitrate disputes arising under collective bargaining agreements; to serve as fact-finders and arbitrators in disputes over the terms and conditions of new agreements; and to serve as mediators in disputes over new agreements.

**QUALIFICATIONS:** In making appointments to the Roster, the Board shall consider such factors as (1) Third party neutral experiences, (2) Membership on other mediation or arbitration panels, (3) Published opinions and awards, (4) Knowledge about and training in labor relations and collective bargaining, and (5) Education. Individuals are expected to provide complete and accurate information and to notify the Board of any changes in personal status, which are relevant to the individual's qualifications.

Persons must be non-advocates who are not currently serving, nor within the past six months have served, as an advocate for public or private sector employees, employers, employee organizations, or employer organizations (An advocate is a person who represents employers, labor organizations, or individuals as an attorney or consultant, in matters of labor relations including but not limited to the subjects of union representation and recognition matters, collective bargaining, arbitration, unfair labor practices, equal employment opportunity and other areas generally recognized as constituting labor relations.)

**APPOINTMENT:** Appointment to the Roster shall be by the Board, upon application by an individual. The application shall be on a form developed by the Board. The applicant shall indicate on the form which specific duties he/she is competent to perform and wishes to perform. Persons appointed to the Roster shall file with the Board a brief biographical sketch, a concise resume of their experience relevant to the activity for which they wish to be listed, and a fee schedule.

Whenever an individual is selected to serve in a case, that individual shall not charge a fee greater than that listed in the fee schedule the individual has filed with the Board. A minimum of thirty (30) days notice shall be given for changes in fee schedules.

Changes in status which result in non-compliance with the Board's qualifications may result in removal of the individual from the Roster at the discretion of the Board.

**REMOVAL:** Appointment by the Board to the Roster does not constitute a right to continued service. The Board, at its discretion, will determine if a mediator, arbitrator, or fact finder will be removed from the Roster.