

**STATE OF ILLINOIS**  
**EDUCATIONAL LABOR RELATIONS BOARD**

**Minutes of the Meeting held on August 18, 2016**  
**At 160 N. LaSalle Street, Chicago, Illinois**

**I. OPENING OF THE MEETING AT 10:00 A.M.**

**II. PRESENT**

Chairman Andrea Waitroob; Board Members Judy Biggert, Gilbert O'Brien and Lynne Sered; Executive Director Victor Blackwell; General Counsel Susan Willenborg; staff member Matthew Nagy; and observers Eric Grodsky and Stephanie Winston were present. Staff member Meredith Dean participated via teleconference from the IELRB's Springfield office.

**III. APPROVAL OF MINUTES OF MEETING HELD JULY 21, 2016**

Chairman Waitroob called for a motion to approve the minutes of the July 21, 2016 Board meeting. Board Member Biggert moved to approve the minutes of the July 21, 2016 meeting. Board Member Sered seconded the motion. The Board passed the motion unanimously, by a voice vote.

**IV. BOARD ACTIONS**

1. **Bremen Community Unit High School District 228/Bremen Educational Support Team, IEA-NEA**  
**Case No. 2015-CA-0089-C**

Chairman Waitroob called the case. This case was before the Board upon the Union's exceptions and the Employer's cross-exceptions to the Administrative Law Judge's Recommended Decision and Order dismissing the complaint. General Counsel Susan Willenborg presented the case. After discussion, the Board directed that an opinion and order be drafted affirming the Administrative Law Judge's Recommended Decision and Order.

2. **Southwestern Illinois College Adjunct Faculty Union Local 6270, IFT-AFT, AFL-CIO/Joanna Schantz**  
**Case No. 2016-CB-0002-S**

Chairman Waitroob called the case. This case was before the Board upon the Charging Party's exceptions to the Executive Director's Recommended Decision and Order dismissing the charge. General Counsel Susan Willenborg presented the case on behalf of Associate General Counsel Ellen Strizak. After discussion, the Board directed that an opinion and order be drafted affirming the Executive Director's Recommended Decision and Order.

**3. Chicago Board of Education/Chicago Teachers Union  
Case No. 2014-CA-0079-C**

Chairman Waitroob called the case. This case was before the Board upon exceptions to the Administrative Law Judge's Recommended Decision and Order dismissing the complaint. The Board discussed Board Member Sered's footnote to the previously drafted opinion and order affirming the Administrative Law Judge's Recommended Decision and Order. After discussion, Board Member Biggert agreed with Board Member Sered's footnote. Chairman Waitroob then called for a motion for the Board to issue the draft opinion and order, with the footnote attached. Board Member Sered so moved, and Board Member Biggert seconded the motion. The Board voted unanimously to issue the draft opinion and order, with the footnote attached, by a voice vote.

**4. Chicago Board of Education/Wanda Harris  
Case No. 2011-CA-0097-C**

Chairman Waitroob called the case. This case was before the Board upon the Complainant's exceptions to the Administrative Law Judge's Recommended Decision and Order dismissing the complaint. General Counsel Susan Willenborg presented a draft opinion and order affirming the Administrative Law Judge's Recommended Decision and Order. After discussion, Chairmen Waitroob called for a motion for the Board to issue the draft opinion and order. Board Member O'Brien so moved, and Board Member Biggert seconded the motion. The Board voted unanimously to issue the draft opinion and order, by a voice vote.

**5. Harlem School District No. 122/Paula Hurley-Whiteaker  
Case No. 2015-CA-0015-C**

Chairman Waitroob called the case. This case was before the Board upon the Employer's motion to stay the Board's order pending Appellate Court review. General Counsel Susan Willenborg presented a draft order denying the motion to stay. After discussion, Chairman Waitroob called for a motion for the Board to issue the draft order. Board Member Biggert so moved, and Board Member Sered seconded the motion. The Board voted unanimously to issue the draft order denying the motion to stay, by a voice vote.

**6. Western Illinois University/AFSCME, Council 31  
Case No. 2016-CA-0031-C**

**Northeastern Illinois University/University Professionals of Illinois,  
Local 4100, IFT-AFT, AFL-CIO  
Case No. 2016-CA-0002-C**

Chairman Waitroob called the case. Final orders had issued in these cases, but only a portion of the charges had been dismissed. General Counsel Susan Willenborg presented

draft orders clarifying that the final orders only related to the portions of the charges that had been dismissed. After discussion, Chairman Waitroob called for a motion for the Board to issue the draft orders. Board Member Biggert so moved, and Board Member Sered seconded the motion. The Board voted unanimously to issue the draft orders, by a voice vote.

**V. PUBLIC COMMENT**

There was no public comment.

**VI. BUDGET AND FISCAL**

Fiscal Officer Meredith Dean presented an update on budget and fiscal matters, which included FY 2016 and FY 2017 expenditures.

**VII. CASE STATUS REPORT**

Executive Director Victor Blackwell presented a case status report. He also informed the Board that the IELRB will be doing elections again instead of mail ballots. He informed the Board that Eileen Brennan would start training the Administrative Law Judges on representation procedures in mid-September and would write a representation case handling manual. He informed the Board that representation cases would be distributed among the Administrative Law Judges. Board Member Sered expressed concern about whether timelines would be met, and Executive Director assured her that he would make staff aware of the timelines.

**VIII. STRIKE UPDATE**

Executive Director Victor Blackwell presented a strike update.

**IX. LEGISLATIVE REPORT**

Board Member Lynne Sered presented a legislative report.

**X. LITIGATION UPDATE**

General Counsel Susan Willenborg presented a litigation update.

**XI. MEDIATION TRAINING**

Staff member Matthew Nagy presented a training on how mediations are conducted.

**XII. CLOSED SESSION**

Chairman Waitroob called for a motion for the Board to go into closed session to discuss personnel issues pursuant to the Open Meetings Act, 5 ILCS 120/2(c)(1). Board

Member O'Brien so moved, and Board Member Biggert seconded the motion. The Board voted unanimously to go into closed session, by a voice vote.

**XIII. ADJOURNMENT**

Upon the Board's return from closed session, Chairman Waintroob called for a motion for the Board to adjourn the meeting. Board Member Biggert so moved, and Board Member O'Brien seconded the motion. The Board voted unanimously to adjourn the meeting, by a voice vote.

**ADOPTED AND APPROVED BY THE CHAIRMAN AND MEMBERS OF THE ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD THIS 15th DAY OF SEPTEMBER 2016.**