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2020

36TH ANNUAL

ILLINOIS PUBLIC SECTOR

LABOR RELATIONS LAW CONFERENCE

36TH ANNUAL

# ILLINOIS PUBLIC SECTOR LABOR RELATIONS LAW CONFERENCE FRIDAY, DECEMBER 4, 2020

Join Illinois labor lawyers and labor relations specialists at this annual can't-be-missed event. This year's conference is a full-day online webinar. Register to gain real-time access to the key decision-makers who will shape the future of Illinois' public sector and earn up to 6.25 hours of Illinois MCLE credit hours.

\*An additional 20 hours of CLE credit can be earned by post-conference viewing of the alternate concurrent sessions, at no additional cost.

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## CONFERENCE AT A GLANCE

**8:30am–10:00am**

**Welcome + Opening Plenary Session**  
**The Covid-19 Pandemic and Public  
Sector Labor Relations**

**10:00am–10:15am**

**Break**

**10:15am–11:30am**

**Concurrent Sessions**

- K-12 Education
- Higher Education
- Law Enforcement
- Firefighters Forum
- Health Care
- Navigating the Maze of Leaves in a Pandemic

**11:30am–11:45am**

**Break**

**11:45am–1:00pm**

**Concurrent Sessions**

- IELRA Developments
- Interest Arbitration
- Funding and Collective Bargaining
- Ethics and Civility Across Tribunals
- Return to Work Privacy and Constitutional Issues
- Nuts & Bolts of Discipline

**1:00pm–1:30pm**

**Break**

**1:30pm–2:45pm**

**Concurrent Sessions**

- IPLRA Developments
- Steering the Process through Uncharted Waters: Remote Hearings, Bargaining and Mediation
- Nuts & Bolts of Bargaining
- Sharing and Access to Information
- Pension Consolidation

**2:45pm–3:00pm**

**Break**

**3:00pm–4:15pm**

**Concurrent Sessions**

- Ethics - Mental Health Issues: Coping Skills for the Pandemic and Beyond
- Marijuana and the Workplace
- Police Reform and Labor Relations

All sessions are pre-recorded video content along with real-time speaker interaction available via live chat room throughout each session.

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This conference is presented in cooperation with  
the Illinois Labor Relations Board and the Illinois  
Educational Labor Relations Board



# CONFERENCE FACULTY

## OPENING PLENARY PANEL



**Steven Greenhouse**  
Author and Journalist



**Ralph Martire**  
Executive Director  
Center for Tax  
and Budget  
Accountability



**Laurence Msall**  
President  
Civic Federation

## FEATURED FACULTY



**David Amerson**  
Staff Attorney  
PB&PA of Illinois



**Margaret Angelucci**  
Shareholder  
Asher, Gittler &  
D'Alba



**Carlos S. Arevalo**  
Partner  
SmithAmundsen LLC



**William R. Atwood**  
Executive Director  
Illinois Firefighters'  
Pension Investment  
Fund



**Melissa Auerbach**  
Partner  
Dowd, Bloch,  
Bennett, Cervone,  
Auerbach & Yokich



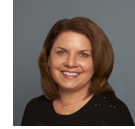
**Gary L. Bailey**  
Attorney  
Illinois FOP Labor  
Council



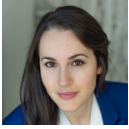
**James Baird**  
Partner  
Clark Baird Smith  
LLP



**Thomas S. Bradley**  
Partner  
Laner Muchin



**Lisa R. Callaway**  
Partner  
Engler Callaway  
Baasten & Sraga,  
LLC



**Chelsy A. Castro**  
Psychotherapist  
and Consultant  
Castro Jacobs  
Psychotherapy &  
Consulting



**Jeanne Charles**  
Arbitrator and  
Mediator  
National Academy  
of Arbitrators



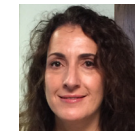
**Nicholas Christen**  
Strategic Research  
Director  
Illinois Federation  
of Teachers



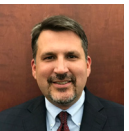
**Robb B. Craddock**  
Senior Director-  
Labor and  
Employee Relations  
University of Illinois,  
Urbana-Champaign



**Jules I. Crystal**  
Labor Arbitrator and  
Mediator



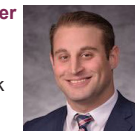
**Tamara L. Cummings**  
General Counsel  
Illinois FOP Labor  
Council



**Bryan Diemer**  
Attorney  
International Union of  
Operating Engineers,  
Local 150, AFL-CIO



**Stanley Eisenhammer**  
Partner  
Hodges, Loizzi,  
Eisenhammer, Rodick  
& Kohn, LLP



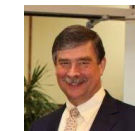
**Joshua M. File**  
Partner  
Katz, Friedman,  
Eisenstein,  
Johnson, Bareck &  
Bertuca



**Laura M. Finnegan**  
Partner  
Baum Sigman  
Auerbach &  
Neuman, Ltd.



**Jane Flanagan**  
Deputy General  
Counsel  
Office of Illinois  
Governor JB  
Pritzker



**Larry Frank**  
Director of  
Educational Policy  
and Research  
Illinois Education  
Association-NEA



**Felicia Frazier**  
Managing Partner  
Odelson Sterk  
Murphey Frazier  
McGrath, Ltd.



**Michael Frisch**  
Senior Advisor and  
Legal Counsel  
Office of the Mayor,  
City of Chicago



**Angela Fyans-Jimenez**  
Deputy Corporation  
Counsel  
City of Bloomington,  
IL



**Timothy E. Guare**  
Senior Counsel  
Hodges, Loizzi,  
Eisenhammer,  
Rodick & Kohn,  
LLP



**Angie Cowan Hamada**  
Shareholder  
Allison, Slutsky &  
Kennedy, P.C.



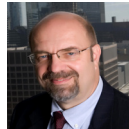
**Marisel A. Hernandez**  
Partner  
Jacobs Burns  
Orlove &  
Hernandez



**Brad Jansen**  
Deputy General  
Counsel, Labor &  
Employment Division  
Chicago Transit  
Authority



**Alice J. Johnson**  
Executive Director  
Illinois Nurses  
Association



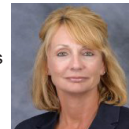
**David A. Johnson**  
Partner  
Franczek P.C.



**Keith A. Karlson**  
Staff Attorney  
Metropolitan  
Alliance of Police



**Helen J. Kim**  
General Counsel  
Illinois Labor Relations  
Board



**Jill D. Leka**  
Partner  
Clark Baird Smith  
LLP



**Jerry J. Marzullo**  
Founding Partner  
Puchalski Goodloe  
Marzullo, LLP



**Susan M. Matta**  
Shareholder  
Asher, Gittler &  
D'Alba



**Anthony L. McGee**  
Vice President and  
Business Agent  
Teamsters Local  
700



**P.C. McNamara**  
Senior Attorney  
Chicago Transit  
Authority



**Thomas M. Melody**  
Partner  
Klein, Thorpe, and  
Jenkins, Ltd.



**Martha Merrill**  
Director of Research  
and Employee  
Benefits  
AFSCME Council 31



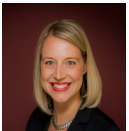
**Scott D. Miller**  
Staff Attorney  
AFSCME Council  
31



**Melissa Mlynski**  
Senior Director of  
Human Resources  
University of  
Illinois, Springfield



**Jill P. O'Brien**  
Partner  
Laner Muchin



**Trisha A. Olson**  
General Counsel  
Illinois State Board  
of Education



**Karl R. Ottosen**  
Managing Partner  
and Shareholder  
Ottosen, DiNolfo,  
Hasenbalg &  
Castaldo, Ltd.



**Robert Paszta**  
Associate General  
Counsel  
International Union of  
Operating Engineers,  
Local 150



**Thomas J. Pleines**  
Attorney  
Law Office of  
Thomas J. Pleines



**Sarah Pratt**  
Public Access  
Counselor  
Illinois Attorney  
General's Office



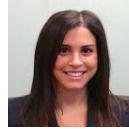
**Brian E. Reynolds**  
Arbitrator



**Thomas H. Riley, Jr.**  
Executive Director,  
Labor and Special  
Counsel  
University of Illinois  
System



**Sylvia Rios**  
General Counsel  
Illinois Education  
Association - NEA



**Bianca Saviano**  
Deputy General  
Counsel  
Teamsters Local 700



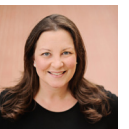
**Robert J.  
Scherschligt**  
Legal Counsel  
Teamsters Local  
Union No. 916



**Brian D. Schwartz**  
Deputy Executive  
Director and  
General Counsel  
Illinois Principals  
Association



**Melissa D. Sobota**  
Partner  
Franczek P.C.



**Kimberly Stevens**  
Executive Director  
Illinois Labor  
Relations Board



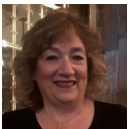
**Rick V. Stewart, Jr.**  
Founding Principal  
Hesse Martone



**Ellen Maureen  
Strizak**  
General Counsel  
Illinois Educational  
Labor Relations  
Board



**Chuck Sullivan**  
President  
Associated Fire  
Fighters of Illinois



**Robin Ward**  
Retired In-House  
Counsel  
Village of Arlington  
Heights



**Torrick Ward**  
Deputy Director of  
Labor Relations  
Cook County

# CONFERENCE FACULTY



**John J. Weathers**  
Commissioner of  
Mediation  
Federal Mediation  
& Conciliation  
Service



**Dennis Weedman**  
Partner  
Robbin Schwartz



**Richard A. White,  
Jr.**  
Executive Director  
Illinois Police  
Officers' Pension  
Investment Fund



**Stephen A. Yokich**  
Partner  
Dowd, Bloch,  
Bennett, Cervone,  
Auerbach & Yokich



**Danial Zapata**  
General Counsel  
Service Employees  
International Union,  
Local 73

# CONFERENCE PLANNING COMMITTEE

**Emily Aleisa**  
Chicago-Kent College of Law

**Temikorede Bennett**  
Cook County Health  
& Hospitals System

**Victor E. Blackwell**  
Illinois Educational Labor  
Relations Board

**David Born**  
Federal Mediation &  
Conciliation Service

**Jeff Brown**  
Indianapolis Public  
Transportation Corporation

**Lisa R. Callaway**  
Engler, Callaway, Baasten, &  
Sraga LLC

**Kelly Anne Keeler Calvanico**  
Chicago-Kent College of Law

**Gilbert A. Cornfield**  
Cornfield & Feldman

**Tamara Cummings**  
Illinois FOP Labor Council

**Joel D'Alba**  
Asher Gittler & D'Alba Ltd.

**Cynthia DeCola**  
Hodges, Loizzi, Eisenhammer, Rodick  
& Kohn LLP

**Stanley Eisenstein**  
Katz, Friedman, Eagle, Eisenstein,  
Johnson, & Bareck PC

**James C. Franczek, Jr.**  
Franczek PC

**Philip H. Gerner III**  
Robbins Schwartz

**Marisel A. Hernandez**  
Jacobs, Burns, Orlove,  
& Hernandez

**A. Lynn Himes**  
Himes, Petrarca & Fester Chtd.

**Helen J. Kim**  
Illinois Labor Relations Board

**Ronald Kramer**  
Seyfarth Shaw LLP

**Robert C. Long**  
Littler Mendelson PC

**Martin H. Malin**  
Chicago-Kent College of Law

**Jerry J. Marzullo**  
Puchalski Goodloe Marzullo, LLP

**Susan M. Matta**  
Asher Gittler & D'Alba

**Melissa Mlynski**  
University of Illinois-Springfield

**Joseph T. Moriarty**  
Board of Education-City of Chicago

**John J. Murphy**  
Himes, Petrarca & Fester Chtd.

**Michael Newman**  
AFSCME Council 31

**Jill P. O'Brien**  
Laner Muchin, Ltd.

**Karl R. Ottosen**  
Ottosen DiNolfo Hasenbalg &  
Castaldo, Ltd.

**Robert Paszta**  
International Union of Operating  
Engineers, Local 150

**Giacomo A. Pecoraro**  
Illinois Association of Chiefs of  
Police, Retired

**Sylvia Rios**  
Illinois Education Association, NEA

**Tyson Roan**  
SEIU Local 73

**Marsha Ross-Jackson**  
Chicago-Kent College of Law

**Kathy Shaevel**  
Illinois Federation of Teachers

**Sean M. Smoot**  
Policemen's Benevolent & Protective  
Association of IL

**Kimberly Stevens**  
Illinois Labor Relations Board

**Joseph E. Tilson**  
Cozen O'Connor

**Roxana Underwood**  
Clark Baird Smith LLP

**Chenika Veal**  
Chicago-Kent College of Law

**Robin Ward**  
Village of Arlington Heights (retired)

**Jacalyn J. Zimmerman**  
Arbitrator, National Academy of  
Arbitrators



# PROGRAM SCHEDULE

**8:30am–10:00am**

## **WELCOME + OPENING PLENARY SESSION**

### **The Covid-19 Pandemic and Public Sector Labor Relations**

The Covid-19 pandemic has upended workplaces throughout the state and across the country. The resulting recession has greatly strained state and local budgets. 2020 also renewed focus on racial inequities in the workplace and society. The panel will discuss all this and what lies ahead for public sector labor relations.

**Steven Greenhouse**, Author and Journalist

**Ralph Martire**, Executive Director, Center for Tax and Budget Accountability

**Laurence Msall**, President, Civic Federation

**Moderator: Martin H. Malin**, Professor of Law and Director, Institute of Law and the Workplace, Chicago-Kent College of Law

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**10:00am–10:15am**

## **BREAK**

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**10:15am–11:30am**

## **CONCURRENT SESSIONS—SELECT ONE**

### **K-12 Education**

The panelists will address the following:

- March 2020 to Present: How Much “Normality” Can We Continue to Have?
- Return to School: Where are the Metrics?
- Educator Liability in a Covid-19 Environment
- E-Learning & Teacher Concerns
- Teacher & Administrator Evaluation & Remediation During Covid-19
- Licensure & Teaching Flexibility During Covid-19

**Trisha A. Olson**, General Counsel, Illinois State Board of Education

**Sylvia Rios**, General Counsel, Illinois Education Association-NEA

**Brian D. Schwartz**, Deputy Executive Director and General Counsel, Illinois Principals Association

### **Higher Education**

The disruptive influence of COVID-19 on higher education in Illinois can be examined on multiple levels. This panel of organizational leaders will share critical information on the significant and broad impact of the pandemic on institutional leaders and faculty, state policy leaders and college students. Final questions for discussion will focus on how higher education has responded, and what the future might hold.

**Thomas H. Riley, Jr.**, Executive Director - Labor and Special Counsel, University of Illinois System

**Stephen A. Yokich**, Partner, Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich

### **Law Enforcement**

With COVID-19 cases spiking across the country, first responders are some of the most vulnerable. The panel will discuss the many labor issues surrounding COVID 19 and Law Enforcement such as: HIPPA and Privacy Concerns balanced against public safety/Officer's “Right to Know”/Attorney General Opinions/Litigations Outcomes/PEDA, PSEBA, Disability Pension and FFCRA/ Workers Compensation/ Hazard Differential Pay and distinction between workplace and off duty exposure/ Quarantines and Mandatory Testing.

**David Amerson**, Staff Attorney, Policemen's Benevolent & Protective Association of Illinois

**Felicia L. Frazier**, Managing Partner, Odelson Sterk Murphey Frazier McGrath, Ltd.

**David A. Johnson**, Partner, Franczek P.C.

**Keith A. Karlson**, Staff Attorney, Metropolitan Alliance of Police

### **Firefighters Forum**

This panel will discuss the initial impact on daily operations, the ways unions and employers worked together, and the initial impact on negotiations; the Continuity of Operations Plan (COOP); and the longer-term impact on bargaining, and how to address these types of issues moving forward.

**Angela Fyans-Jimenez**, Deputy Corporation Counsel, City of Bloomington, IL

**Susan M. Matta**, Shareholder, Asher, Gittler & D'Alba

**Karl R. Ottosen**, Managing Partner and Shareholder, Ottosen, DiNolfo, Hasenbalg & Castaldo, Ltd.

**Chuck Sullivan**, President, Associated Fire Fighters of Illinois



## Health Care

Panelists representing the union-side and management-side of healthcare will discuss the impact of COVID-19 on healthcare workers and labor relations. Topics that will be discussed include mid-term bargaining, hazard pay, personal protective equipment, worker infections and deaths and public initiatives to help healthcare workers.

**Alice J. Johnson**, Executive Director, Illinois Nurses Association

**Torrick Ward**, Deputy Director of Labor Relations, Cook County

## Navigating the Maze of Leaves in a Pandemic

The panelists will address the following:

- Overview of FFCRA and related leave issues;
- ADA and reasonable accommodation challenges;
- Negotiating leave and related issues; and
- The impact on workers' compensation, PEDA, PSEBA

**Lisa R. Callaway**, Partner, Engler Callaway Baasten & Sraga, LLC

**Thomas M. Melody**, Partner, Klein, Thorpe, and Jenkins, Ltd.

**Bianca Saviano**, Deputy General Counsel, Teamsters Local 700

**Daniel Zapata**, General Counsel, Service Employees International Union, Local 73

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**11:30am–11:45am**

**BREAK**

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**11:45am–1:00pm**

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## CONCURRENT SESSIONS—SELECT ONE

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### IELRA Developments

This panel will review highlights of the Illinois Educational Labor Relations Board's decisions from the previous year.

**Nicholas Christen**, Strategic Research Director, Illinois Federation of Teachers

**Melissa Mlynski**, Senior Director of Human Resources, University of Illinois-Springfield

**Ellen Maureen Strizak**, General Counsel, Illinois Educational Labor Relations Board

### Interest Arbitration, A Year in Review: The Impact of COVID and More

You will hear an overview of all of the interest arbitration decisions that were rendered in 2020, with commentary from an experienced and well versed panel that includes a neutral arbitrator, a union attorney and a management attorney. You will also learn about the impact of the COVID pandemic on these decisions as well as predictions regarding how the pandemic may impact future bargaining and interest arbitration.

**Tamara L. Cummings**, General Counsel, Illinois FOP Labor Council

**Timothy E. Guare**, Senior Counsel, Hodges, Loizzi, Eisenhammer, Rodick & Kohn, LLP

**Brian E. Reynolds**, Arbitrator

### Funding and Collective Bargaining

The session will focus on the funding (or lack of funding) on local governmental bodies and its impact on collective bargaining in a world turned upside down by a global pandemic. The panelists will discuss the skills and techniques necessary to understand budgets and financial projection and bring that understanding to bear at the bargaining table so the parties can reach agreement.

**Stanley Eisenhammer**, Partner, Hodges, Loizzi, Eisenhammer, Rodick & Kohn, LLP

**Larry Frank**, Director of Educational Policy and Research, Illinois Education Association-NEA

**Martha Merrill**, Director of Research and Employee Benefits, AFSCME Council 31

**Rick V. Stewart, Jr.**, Founding Principal, Hesse Martone

### Ethics and Civility Across Tribunals

In this session, the panel will explore ethical and civility issues related to various tribunals and layers of participation in the labor relations process, including arbitration, negotiation, and labor board proceedings. Given increased reliance on electronic communication and virtual substitutes for in-person interaction, this session will explore some of the unique ethical and civility concerns raised by the new ways we interact in 2020 and beyond. The session will also provide examples of these issues in action from real-world experience and provide some insight into best practices for navigating them.

**Scott D. Miller**, Staff Attorney, AFSCME Council 31

**Kimberly Stevens**, Executive Director, Illinois Labor Relations Board

**Dennis L. Weedman**, Partner, Robbin Schwartz

# PROGRAM SCHEDULE

## Return to Work Privacy and Constitutional Issues

Bringing employees back to the workplace in the midst of the COVID-19 pandemic raises a host of potential constitutional and privacy issues. This panel will provide an overview of the relevant law in this area and its application in the context of the pandemic. Panelists will also highlight the state's approach to return to work and certain resources available to employers and employees to assist in navigating these issues.

**Melissa Auerbach**, Partner, Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich

**Thomas S. Bradley**, Partner, Laner Muchin

**Jane Flanagan**, Deputy General Counsel, Office of Illinois Governor JB Pritzker

## Nuts & Bolts of Discipline

This "Nuts and Bolts" session on discipline in labor arbitrations consists of an overview of the arbitrator selection process, preliminary evaluation, hearing considerations and potential issues. The panelists will also discuss the process and procedures to be followed by counsel representing labor and management as well as input from the arbitrator's perspective. The session will conclude with a review fact scenarios for purposes of illustration.

**Carlos S. Arévalo**, Partner, SmithAmundsen LLC

**Jules I. Crystal**, Labor Arbitrator and Mediator

**Joshua M. File**, Partner, Katz, Friedman, Eisenstein, Johnson, Bareck & Bertuca

**Marisel A. Hernandez**, Partner, Jacobs Burns Orlove & Hernandez

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**1:00pm–1:30pm**

**BREAK**

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**1:30pm–2:45pm**

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## CONCURRENT SESSIONS—SELECT ONE

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### IPLRA Developments

The panel will provide a summary of all ILRB and court decisions issued in the past year concerning the Illinois Public Labor Relations Act and will discuss several significant decisions and rulings. The Board's General Counsel will also provide an overview of the Board's structure and administrative performance as well as recent amendments to the Act.

**Gary L. Bailey**, Attorney, Illinois FOP Labor Council

**James Baird**, Partner, Clark Baird Smith LLP

**Helen J. Kim**, General Counsel, Illinois Labor Relations Board

### Steering the Process through Uncharted Waters: Remote Hearings, Bargaining and Mediation

The panelists will discuss best practices and provide practical advice for participating in hearings, bargaining and mediation remotely.

**Jeanne Charles**, Arbitrator and Mediator, National Academy of Arbitrators

**Angie Cowan Hamada**, Shareholder, Allison, Slutsky & Kennedy, P.C.

**Melissa D. Sobota**, Partner, Franczek P.C.

**John J. Weathers**, Commissioner of Mediation, Federal Mediation & Conciliation Service

### Nuts & Bolts of Bargaining

The panel will outline and review the various steps, processes and dynamics involved in successful collective bargaining negotiations in the public sector. The session will be focused on the new practitioner and the skills necessary to be a productive member of a bargaining team. The panel will also share insights gleaned from their wide-ranging collective bargaining experience over the years.

**Margaret Angelucci**, Shareholder, Asher, Gittler & D'Alba

**Robb B. Braddock**, Senior Director - Labor and Employee Relations, University of Illinois, Urbana-Champaign

**Anthony L. McGee**, Vice President and Business Manager, Teamsters Local 700

**Jill P. O'Brien**, Partner, Laner Muchin

### Sharing and Access to Information

The panelists will address the following:

- The impact of COVID-19 on the Freedom of Information Act and Open Meetings Act
- The ability of in-house attorneys to collect fees under FOIA
- The practical impact of SB 1754's changes to FOIA and the IPLRA





- Who is a “commercial” requester under FOIA?

**Robert Paszta**, Associate General Counsel, International Union of Operating Engineers, Local 150, AFL-CIO

**Sarah Pratt**, Public Access Counselor, Illinois Attorney General’s Office

**Robin Ward**, Retired In-House Counsel, Village of Arlington Heights

### Pension Consolidation

This panel will consist of a background discussion of Article 3 (Police) and Article 4 (Fire) pension funds in the State of Illinois moving into the 2019/2020 legislation consolidating those pension funds for investment purposes. The executive directors of each fund will give an update of what has taken place with those funds and the panel will discuss the interplay between the consolidated funds and the local pension boards. The panel will then discuss the next steps for each fund in terms of the movement of billions of dollars from the local funds to the consolidated funds.

**William R. Atwood**, Executive Director, Illinois Firefighters’ Pension Investment Fund

**Jerry J. Marzullo**, Founding Partner, Puchalski Goodloe Marzullo, LLP

**Richard A. White, Jr.**, Illinois Police Officers’ Pension Investment Fund

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**2:45pm–3:00pm**

**BREAK**

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**3:00pm–4:15pm**

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### CONCURRENT SESSIONS—SELECT ONE

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#### Ethics - Mental Health Issues: Coping Skills for the Pandemic and Beyond

Participants in this session will learn:

- Why lawyers are a vulnerable population during the pandemic and beyond;
- Essential cognitive and behavioral coping skills for living, working and feeling better; and
- Critical communication skills for helping their teams, coworkers, and loved ones cope in the pandemic and beyond.

**Chelsy A. Castro**, Psychotherapist and Consultant, Castro Jacobs Psychotherapy and Consulting

#### Marijuana and the Workplace

The panelists will discuss what if any impact Illinois’ recreational marijuana law has had on public employers with “safety-sensitive employees,” grounds and methods for marijuana testing in the workplace, the increasing popularity of medical marijuana and CBD products and how that increase will implicate existing drug testing policies. They will also provide an update on relevant arbitration awards concerning marijuana and the public workplace.

**Bryan Diemer**, Attorney, International Union of Operating Engineers, Local 150, AFL-CIO

**Brad Jansen**, Deputy General Counsel-Labor & Employment Division, Chicago Transit Authority

**P.C. McNamara**, Senior Attorney, Chicago Transit Authority

**Robert J. Scherschligt**, Legal Counsel, Teamsters Local Union No. 916

#### Police Reform and Labor Relations

In Chicago, since the video of the Laquan McDonald shooting was released, there have been several efforts to change the rules and procedures of the Chicago Police Department. Under the Illinois Labor Relations Act, an Employer must provide notice and an opportunity to bargain, and bargain over any changes in policy that impact terms and conditions of employment, absent a waiver of those bargaining obligations. There have been several unfair labor practice cases that have been brought against the City of Chicago because of the City’s decision not to bargain. Illinois legislature like others across the country have proposed legislative changes. The panelists in this session will discuss the legislative responses, the policy changes that have been considered and/or enacted and the union’s responses to those policy changes.

**Laura M. Finnegan**, Partner, Baum Sigman Auerbach & Neuman, Ltd.

**Michael Frisch**, Senior Advisor and Legal Counsel, Office of the Mayor-City of Chicago

**Jill D. Leka**, Partner, Clark Baird Smith LLP

**Thomas J. Pleines**, Attorney, Law Office of Thomas J. Pleines

# EVENT DETAILS

## PRICING

Illinois Public Sector Labor Relations Law Conference 2020

General	Group (5-9)	Group (10+)
\$199.00	\$150.00	\$99.00

\*To qualify for the group pricing you need only register between 5 and 9 individuals OR 10 or more individuals at the same time.

REGISTER ONLINE

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## CONTINUING EDUCATION CREDIT

IL MCLE Credit	6.25 hrs*	2.5 hr ethics, pending approval
Other CLE Credit	Up to 20.0 hrs*	On-Demand
Other States CLE Credit	States to be determined	Pending Approval

\*An additional 20 hours of CLE credit can be earned by post-conference viewing of the alternate concurrent sessions, at no additional cost.

QUESTIONS? CANCELLATIONS? WE ARE HERE TO HELP!  
CONTACT THE OFFICE OF CONTINUING LEGAL EDUCATION

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