KENDALL COUNTY
LABOR & GRIEVANCE COMMITTEE
County Office Bldg
County Board Rooms 209-210

MONDAY, November 25, 2013 at 10:00 A.M.

AGENDA

1. Call to Order
2. Roll Call & Determination of Quorum
3. Items of Business
   ➢ Pre Meeting for FMCS Board Training
4. Public Comment
5. Questions from Media
6. Executive Session
7. Recommendations for County Board
8. Adjournment
KENDALL COUNTY
LABOR & GRIEVANCE COMMITTEE
September 30, 2013 at 2:00 P.M.
County Office Building, County Board Room

MEETING MINUTES

1. **Call to Order** – The meeting was called to order by committee chair Elizabeth Flowers at 2:06p.m.

2. **Roll call & Determination of Quorum**

   Committee Members Present: Amy Cesich, Elizabeth Flowers, Dan Koukol, John Purcell (2:10p.m.)

   Others Present: Leslie Johnson and Jeff Wilkins

3. **Items of Business**

   - **Continuation of Monthly Meetings** – Chair Flowers asked the committee members and others present about continuing meetings on a monthly basis. Discussion on meeting when needed and meeting prior to the next round of union negotiations to discuss items, set priorities of items, and to prepare and strategize for the union negotiations.

   Ms. Johnson stated that she is willing to provide summary of 2012-2013 Union Negotiations at the October 10, 2013 COW meeting. Ms. Johnson stated that she won’t begin preparations until approximately six months prior to negotiations in 2015, and that she will not have reason to meet with the committee on a regular monthly basis now that negotiations are finished.

   Ms. Johnson provided an estimate of attorney fees and hourly totals through September 5, 2013 as County hours for union negotiations - 905 hours incurred at $315 per hour for a total of $285,075. The hours and fees for the KenCom negotiations were 298.8 hours at $375 per hour for a total of $110,925. Ms. Johnson stated that these amounts did not include mileage for negotiations.

   Ms. Johnson will provide a presentation about grievances at the January 2015 Labor & Grievance Committee meeting.

   Jeff Wilkins briefed the committee on the Federal Mediation and Consultation Group free training to the Board. Mr. Wilkins stated that he will organize the training for the whole Board in the next 6-8 months.

   Mr. Wilkins also mentioned possible Relations Building between management and the units that would be available to staff and union membership. Wilkins thought they would
wait to hold off on this training until after the Board training occurred.

After discussion, the committee agreed to not continue monthly scheduled meetings, but will meet November 25, 2013, January 27, 2015 for the Presentation about Grievances, and March 24, 2015 for the Board Training by the Federal Mediation and Consultation Group.

4. **Executive Session** – Dan Koukol made a motion to enter into Executive Session for the purpose of SILCS 120/2(c)(2) Collective negotiating matters between public body and its employees or their representatives, or deliberation concerning salary schedules for one or more classes of employees, second by John Purcell. With all committee members present voting aye, the committee entered into Executive Session at 2:26p.m.

*Executive Session Roll Call* – Chair Flowers asked for a voice vote to enter into Executive Session: Amy Cesich - yes, Elizabeth Flowers - yes, Dan Koukol - yes and John Purcell – yes

Amy Cesich motioned to adjourn Executive Session and to reconvene in regular session, second by John Purcell. With all committee members in agreement, the Executive Session adjourned, and reconvened regular session at 2:33 p.m.

5. **Recommendations for County Board** - None

6. **Public Comments** - None

7. **Questions from Media** – None

8. **Adjournment** – Amy Cesich motioned for adjournment, second by John Purcell. With all committee members in agreement, the meeting adjourned at 2:36p.m.

Respectfully submitted,

Valarie McClain
Administrative Assistant
FUNDAMENTALS OF COLLECTIVE BARGAINING - IPLRA

- IPLRA as It Relates to Collective Bargaining
  - Overview of the IPLRA
  - Duty of Fair Representation
  - Arbitration of Discipline /Disciplinary Forums
  - Duty to Bargain
  - Decisional or Impact Bargaining?
  - ULPs (emphasis on those directly related to bargaining)
  - Types of Negotiations (Initial, Renegotiation, etc.)
  - Mandatory, Permissive and Prohibited Subjects of Bargaining
  - Maintenance Of “Status Quo” During Bargaining
  - Role of Mediation
  - Interest Arbitration - in depth analysis of the process; the 8 factors and how they are applied to economic and non-economic issues; burden of proof – breakthrough vs. status quo; and more...
  - Prerequisites For A Strike
  - Differences Between Private Sector And Public Sector Negotiations and Settlements

- Basic Collective Bargaining
  - Basic bargaining strategies
  - Sources of Conflict During Bargaining
  - Styles of Collective Bargaining
    - Bargaining Terminology
    - Dimensions of Bargaining
    - Economic and Non-economic issues
    - Costing of proposals
    - Effective behaviors, behaviors to avoid
    - Impediments to Settlement

- Traditional Bargaining
  - Bargaining flow overview
  - Pre-bargaining
    - Role of Chief Spokesperson
    - Role of Team members
    - Preparation for bargaining
  - Bargaining
    - 1st meeting
    - Early and middle meetings
    - Getting close to the end
    - Role of Mediation
    - Getting it done
  - The aftermath
  - Some realities

- Introduction to Interest Based Bargaining (IBB) and Modified Traditional Bargaining (MTB)