

POLICY 15
LABOR RELATIONS AND NEGOTIATIONS

University Policy

The University recognizes the principle of collective bargaining for Civil Service employees. Employees may make their own personal decisions on labor union membership. There will be no discrimination against any employee because of union membership or because the employee is acting as a representative of employees covered by a collective bargaining agreement.

The University will negotiate the subjects of wages, hours, and terms and conditions of employment with a labor union when such union has been certified as the “exclusive representative” of an appropriate bargaining unit. Labor relations and negotiations shall be governed by applicable provisions of the Illinois Educational Labor Relations Act and the Illinois Public Labor Relations Act and Regulations adopted thereunder.