

1 AN ACT in relation to education.

2 Be it enacted by the People of the State of Illinois,  
3 represented in the General Assembly:

4 Section 5. The Illinois Educational Labor Relations Act  
5 is amended by changing Section 3 as follows:

6 (115 ILCS 5/3) (from Ch. 48, par. 1703)

7 Sec. 3. Employee rights.

8 (a) It shall be lawful for educational employees to  
9 organize, form, join, or assist in employee organizations or  
10 engage in lawful concerted activities for the purpose of  
11 collective bargaining or other mutual aid and protection or  
12 bargain collectively through representatives of their own  
13 free choice and, except as provided in Section 11 of this  
14 Act, such employees shall also have the right to refrain from  
15 any or all such activities.

16 (b) Representatives selected by educational employees in  
17 a unit appropriate for collective bargaining purposes shall  
18 be the exclusive representative of all the employees in such  
19 unit to bargain on wages, hours, terms and conditions of  
20 employment. However, any individual employee or a group of  
21 employees may at any time present grievances to their  
22 employer and have them adjusted without the intervention of  
23 the bargaining representative as long as the adjustment is  
24 not inconsistent with the terms of a collective bargaining  
25 agreement then in effect, provided that the bargaining  
26 representative has been given an opportunity to be present at  
27 such adjustment.

28 (Source: P.A. 83-1014.)