



**ILLINOIS
EDUCATION
ASSOCIATION**
www.ieanea.org

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October 21, 2019

Via Electronic Mail & First Class Mail

Mr. Victor Blackwell, Executive Director
Illinois Educational Labor Relations Board
160 N. LaSalle Street, N-400
Chicago, IL 60601
ELRB.Mail@illinois.gov

**RE: Mendota CCSD #289
CASE NO. 2020-CA-**

Dear Mr. Blackwell:

Attached please find an Unfair Labor Practice charge filed by the Mendota Education Association, IEA-NEA against the Mendota CCSD #289, alleging violations of Sections 14(a) 1 and 5 of the Illinois Educational Labor Relations Act. Also enclosed is a copy of my Notice of Appearance. Hard copies will be sent via first class mail. Please return a file-stamped copy to me at your earliest convenience.

When a Board Agent has been assigned to this case, please have him/her notify my office as to who the employer representative is so that I can serve all the necessary documents in accordance with procedure.

A copy of this Unfair Labor Practice charge and Notice of Appearance have been served upon the Employer this same date.

If you have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink that reads 'Cardina F. Johnson'. The signature is stylized and includes a long horizontal flourish at the end.

Cardina F. Johnson
Associate General Counsel

CFJ/jp
Enclosures

cc: Stacie Walton, IEA UniServ Director
Sylvia Rios, IEA General Counsel

ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

INSTRUCTIONS: File an original and 2 copies of this charge with IELRB Executive Director at the IELRB Office In Chicago or Springfield.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Mendota Elementary School District No. 289

b. Address (street, city, state, ZIP code)

1806 Guiles Avenue, Mendota, IL 61342

c. Employer Representative

Dr. Kristen School, Supt.

d. Telephone No.

815/539-7631e. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 14(a), subsections (list subsections) **(1) and (5)** of the Illinois Educational Labor Relations Act, and these unfair labor practices are unfair practices within the meaning of the Act.

2. Basis of the Charge (be specific as to facts, names, addresses, locations involved, dates, places, etc.)

SEE ATTACHED

3. Relief Sought

SEE ATTACHED

By the above and other acts, the above named employer has Interfered with, restrained, and coerced employees In the exercise of the rights guaranteed In Section /4 of the Act

4. Full name of party filing charge (if employee organization, give full name, including local name and number)

Mendota Education Association, IEA-NEA

5a. Address (street and number, city, state, and ZIP code)

c/o Stacie Walton, IEA-NEA, 106 Ridge Road, Unit 100, Minooka, IL 60447-9052

5b. Telephone No.

815/255-2534

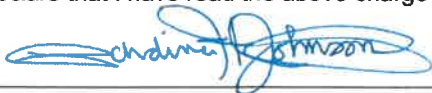
6. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Illinois Education Association-National Education Association

7. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

**Cardina F. Johnson, Attorney**

(signature of representative or person making charge)

(title if any)

Address **100 E. Edwards, Springfield, IL 62704****217/544-0706****10/21/19**

(Telephone No.)

(date)

ATTACHMENT

Mendota Elementary School District No. 289
IELRB Case No. 2020-CA-_____

Basis of Charge: Sections 14(a)(1) and (5)

Since on or about October 10, 2019, the above-named Employer by its officers, agents and representatives has interfered with and restrained its employees in the exercise of rights guaranteed under the Act by engaging in a pattern of conduct intended to chill union activity and failed to bargain in good faith with the Charging Party as the exclusive representative of all regular employed certificated teaching personnel and the school nurse of the District in violation of Sections 14(a)(1) and (5) of the Act, by the following acts and conduct:

1. On or about October 10, 2019, the Employer engaged in bad faith bargaining when it engaged in regressive bargaining. The proposal submitted by the Employer at 9:10 p.m. was regressive from the proposal submitted at 8:23 p.m., being thousands of dollars less than previously offered less than an hour before.
2. On this same date, the Employer further engaged in bad faith bargaining when it submitted a proposal relating to a two-tier benefit package that it had not presented previously. The valuation of the proposal was arguably only a fraction of the cost for the School District than previous proposals.

Relief Sought:

1. Cease and desist unlawful conduct;
2. Bargain in good faith, upon request, to agreement or impasse with the Charging Party regarding mandatory subjects of bargaining including all those alleged in this Charge;
3. Post appropriate Notice to Employees; and
4. All other relief deemed just and appropriate.

ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE


Mendota Education Association)
)
 Charging Party,)
)
 and) Case No. 2019-CA
)
)
 Mendota CCSD #289)
 Employer.)

TO: EXECUTIVE DIRECTOR

THE UNDERSIGNED HEREBY ENTERS APPEARANCES AS REPRESENTATIVE OF

Mendota Education Association, IEA-NEA

IN THE ABOVE-CAPTIONED MATTER.

SIGNATURE OF REPRESENTATIVE [PLEASE SIGN IN INK]	REPRESENTATIVE'S NAME, ADDRESS, ZIP CODE [PRINT OR TYPE]
	Cardina F. Johnson, Associate General Counsel ILLINOIS EDUCATION ASSOCIATION-NEA 100 E. Edwards Street Springfield, IL 62704-1999 Cardina.Johnson@ieanea.org
DATE: October 21, 2019	TELEPHONE NUMBER (217) 544-6423

CERTIFICATE OF SERVICE

The undersigned, a non-attorney, certifies that she has caused true copies of an **Unfair Labor Practice Charge and Notice of Appearance** to be served upon the following individuals on behalf of the Mendota Education Association.

Via Electronic Mail & First Class Mail

Mr. Victor Blackwell, Executive Director
Illinois Educational Labor Relations Board
160 N. LaSalle Street, N-400
Chicago, IL 60601
ELRB.Mail@illinois.gov

Via First Class Mail

Kristin School, Superintendent
Mendota CCSD #289
1806 Guiles Avenue
Mendota, IL 61342

James Bartley
15010 S. Ravinia Avenue
Suite #10
Orland Park, IL 60462

Rachel Sabin, President
Mendota Education Association
203 W. 3rd Street
Wyanet, IL 61379

By 5:00 p.m. on October 21, 2019



Jennifer Powers

Illinois Education Association, NEA
100 E. Edwards Street
Springfield, IL 62704-1999
Phone: (217) 321-2256
Fax: 217.544.6423