

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**CITY OF EFFINGHAM
Employer**

and

Case 25-WH-244790

**ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL
Petitioner**

**CERTIFICATION OF REPRESENTATIVE AS BONA FIDE
UNDER SECTION 7(b) OF THE FAIR LABOR STANDARDS ACT OF 1938**

On July 12, 2019, the Illinois Fraternal Order of Police Labor Council (the Petitioner) filed with the Regional Director for Region 25 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On July 23, 2019, the Regional Director for Region 25 served on the parties a Notice to Show Cause why the Board should not grant the request. The Employer filed a response stating that it had no objection to granting the Petitioner's request. As the Region's investigation revealed that the Petitioner is the recognized exclusive collective-bargaining representative of the unit employees,¹ the Regional Director recommended to the Board that the requested certification be issued.

No party having shown cause why the requested certification should not be issued, the National Labor Relations Board certifies that the Illinois Fraternal Order of

¹ The record indicates that the Employer is a public sector employer, and it contains a copy of the Illinois Labor Relations Board's Certification of Representative issued on April 2, 1998, naming the Petitioner as the exclusive representative of the unit employees.

Police Labor Council is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of the City of Effingham in the following unit:²

Included: All full-time employees working as Telecommunicators employed by the City of Effingham.

Excluded: Chief of Police, all police officers, all other employees, part-time and full-time of the City of Effingham, including all elected officials, supervisors, confidential, managerial and professional employees as defined by the Illinois Public Labor Relations Act.

Dated, Washington, D.C., November 8, 2019

By direction of the Board:

Roxanne Rothschild

Executive Secretary

² A certificate of representative as bona fide for purposes of the FLSA does not necessarily establish the certified organization's right to be recognized as the exclusive bargaining representative under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).