

June 4th, 2018



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In a Dramatic Turn, an Arbitrator Finds that the Substitutes Act Does Not Prohibit Municipality from Shutting Down Ambulance Services

Contributed By: Julie Proscia & Carlos Arevalo of SmithAmundsen

In an unprecedented fashion, an arbitrator recently issued [an award](#) limiting the scope of Public Act 095-0490, otherwise known as the Substitutes Act. In doing so, the City of Mattoon successfully fought, through SmithAmundsen attorneys Julie Proscia and Carlos Arévalo, and won the right to close their ambulance service. So why is this award important? This award now serves as a basis for municipalities to be able to have the autonomy to review their scope of services and determine which services are best for their community as opposed to the scope of services being dictated by the union.

The case, involving the City of Mattoon and the IAFF, started in July 2017 when after a months' long internal and comparative evaluation, the city determined that due to

rising operational, personnel and pension related costs, its ambulance service was no longer sustainable. Accordingly, the city adopted a resolution seeking the future elimination of its ambulance service effective May 1, 2018, the expiration of the current contract. Once implemented, ambulance services would be solely performed by area private ambulance companies. Not surprisingly, the union filed a grievance attacking the city's resolution primarily basing its challenge on the Substitutes Act, which was specifically incorporated into the contract. The city denied the grievance and, to no avail, sought to bargain the impact of its decision with the union.

[Read More >>>](#)

Last Chance to Register:

June 14 - Deciphering Prevailing Wage
Oak Brook, IL

[Learn More](#)

Featured Event:



Wage and Hour Workshop New Developments for 2018

Wednesday, July 18th | 9:00am - 4:00pm
College of DuPage SRC- 1144, 425 Fawell Blvd.,
Glen Ellyn, IL

[Register Here >>>](#)

Businesses have been faced with an enormous amount of change in the last few years regarding both state and federal wage and hour laws—and changes continue to occur on a monthly basis!

This all day seminar with Sean F. Darke of Litchfield Cavo LLP, is going to go over the changes to the wage and hours laws over the last year, such as the new U.S. DOL PAID Program, the NEW DOL's Higher Education exemption analysis, avoiding liability under the Illinois Biometric Privacy Act, Independent Contractors, tip pooling, travel pay, and recent U.S. Supreme Court Cases clarifying the Act's interpretations.

He will discuss how the U.S. Department of Labor's changed its view over the last year and how those changes directly affect Illinois employers. Specifically, this seminar will discuss the recent U.S. Supreme Court decision in Encino Motors, L.L.C. and how the Court has changed the playing field for Businesses who have employees who are exempt from the overtime provisions.

All attendees will walk away with new ideas and tools to help secure their pay methods and have confidence in knowing the new playing field in both federal and State of Illinois wage and hour laws.

[Register Here >>>](#)

Upcoming Events:

June 20 - Economic Summit

Des Plaines, IL

[Learn More](#)

June 21 - Workers' Compensation Mock Trial

West Chicago, IL

[Learn More](#)

July 10- FMLA, ADA, Military, and Other Leave Issues

Naperville, IL (All attendees get the newly revised Manual)

[Learn More](#)

July 19 - HR Round Table

Glen Ellyn, IL

[Learn More](#)

July 24 - Cybersecurity Conference

Chicago, IL

[Learn More](#)

July 26- How to Properly Conduct Workplace Investigations

Naperville, IL

[Learn More](#)

Aug. 2- FMLA, ADA, Military, and Other Leave Issues
Effingham, IL (All attendees get the newly revised Manual)

[Learn More](#)

Contact Information:



For any questions on events or assistance registering please contact:
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