

## Laner Muchin Attorney Tom Bradley Presents on Best Practices at Labor Board Hearings at 34th Annual Illinois Public Sector Labor Relations Law Conference

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**Chicago, IL** – Laner Muchin attorney Tom Bradley presented on best practices in Labor Board hearings at the 34th Annual Illinois Public Sector Labor Relations Law Conference held Friday, November 30, 2018 at Chicago-Kent College of Law in Chicago.

Bradley instructed a break-out session at the Conference on recent court decisions that require the Illinois Rules of Evidence be applied during unfair labor practice hearings before the Illinois Public Labor Relations Board.

“In 2012 the Appellate Court held the ‘rules of evidence applicable in Illinois Courts’ should be applied in a ULP hearing before the Board,” Bradley said. “In 2018 the Court again held ‘the default position for ALJs is the rules of evidence’ in ULP hearings.”

Bradley explained the best practices for complying with the evidence rules in Labor Board hearings, including how to lay foundations for documents and witness testimony, hearsay and exceptions to the hearsay rule, and evidentiary objections at hearing.

“Public-sector employers who approach ULP hearings expecting the relaxed evidentiary standards typically applied in labor arbitrations may face potential risk” Bradley said.

### Practice Areas

Counseling and  
Transactional

Labor Management  
Relations

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Bradley advises public sector employers on labor and employment issues, legislation, the Illinois constitution, the Illinois Public Labor Relations Act, and other state statutes, and represents them in arbitrations, administrative hearings, circuit court litigation, appeals, and other litigation. In addition, he represents private sector employers in injunction actions and trials in state and federal court, including employers seeking to enforce trade secrets and rights under restrictive covenant agreements.

The Public Sector Labor Relations Conference is presented annually by Chicago-Kent College of Law and its Institute for Law and the Workplace in cooperation with the Illinois Labor Relations Board & the Illinois Educational Labor Relations Board.

### **Firm Profile**

Laner Muchin Ltd. concentrates in the representation of employers in labor relations, employment litigation, employee benefits and business immigration matters. The firm provides legal services to clients from coast to coast. For more information on our firm and our services, visit [www.lanermuchin.com](http://www.lanermuchin.com).