



## **What is LEAD?**

LEAD is your agency's one-stop shop for labor and employment issues. It is a team of top labor and employment lawyers whose role is to serve as your agency's counsel on all labor and employment issues.

## **Why was LEAD created?**

LEAD was created to:

- Reduce litigation by providing counseling and training programs for managers and supervisors.
- Increase the State's ability to discipline employees for misconduct under the Code of Personal Conduct and other state-wide and agency rules.
- Restore management's rights to direct State operations by removing positions unlawfully included in bargaining units.

## **When do I reach out to LEAD?**

You should reach out to LEAD to assist your agency in the following areas:

- Employment Law Counseling and Advice
- Employee Discipline and Administration of the Code of Personal Conduct
- Grievance Arbitration Litigation pursuant to Collective Bargaining Agreements
- Internal Investigations
- Employment Law Litigation Support
- Labor Relations Litigation, including Bargaining Unit Clarifications (Exclusion Petitions)
- Manager and Supervisor Labor and Employment Law Training

## **Who are my LEAD contacts?**

See the LEAD Contacts by Agency chart for contact information for your agency's two primary LEAD attorneys.

# ***Labor/Employment Reset Goals***



## **Our Mission (Strategic Objective)**

Restore management's rights and establish an ethical and engaged workforce.

## **Our Goals (Operational Objectives)**

Gain and maintain control over the workforce.

Mitigate external interference with employer-employee relationship.

Implement systems to reward and recognize high performers.

## **Key Tasks (Tactical Objectives)**

Invigorate management's ability to discipline and recognize employees.

Reduce unionization among managers and supervisors.

Improve training opportunities for managers and supervisors.

Correct pay and benefits disparities.

Restore management's rights to direct daily operations.

**Any agency-specific issues we should be aware of?**

# ***Tools for Building a Better Workforce***



## **Discipline Reform**

Reinvigorated employee discipline tools to identify misconduct and ensure that the discipline is not thrown out by arbitrators and courts

## **Management Reset**

Focused litigation to remove managers, supervisors, and HR professionals who were unlawfully unionized

## **Manager Training**

Increased opportunities for managers and supervisors to train on management and leadership techniques

## **Merit Pay**

Reward and recognize high performing employees

## **Gainsharing**

Incentivize employees to keep costs down and align employee goals with management goals

## **Managed Competition**

Renegotiate cumbersome work rules to compete with less costly private sector competitors

LEAD Contacts by Agency

AGENCY	LEAD LAWYER 1	LEAD LAWYER 2
Aging	Lisa Cook (217) 782-6154 <a href="mailto:lisa.cook@illinois.gov">lisa.cook@illinois.gov</a>	Courtney O'Connell (312)814-5409 <a href="mailto:courtney.oconnell@illinois.gov">courtney.oconnell@illinois.gov</a>
Agriculture	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>
Arts Council	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>
Capital Development Board	Erin O'Boyle (217)524-3592 <a href="mailto:erin.oboyle@illinois.gov">erin.oboyle@illinois.gov</a>	Gabe Soto (312)814-3725 <a href="mailto:gabe.soto@illinois.gov">gabe.soto@illinois.gov</a>
Central Management Services	Erin O'Boyle (217)524-3592 <a href="mailto:erin.oboyle@illinois.gov">erin.oboyle@illinois.gov</a>	Gabe Soto (312)814-3725 <a href="mailto:gabe.soto@illinois.gov">gabe.soto@illinois.gov</a>
Children and Family Services	Lisa Cook (217) 782-6154 <a href="mailto:lisa.cook@illinois.gov">lisa.cook@illinois.gov</a>	Courtney O'Connell (312)814-5409 <a href="mailto:courtney.oconnell@illinois.gov">courtney.oconnell@illinois.gov</a>
Commerce and Economic Opportunity	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Corrections	Chris Higgerson (217)557-7968 <a href="mailto:chris.higgerson@doc.illinois.gov">chris.higgerson@doc.illinois.gov</a>	Natasha Jenkins (312)793-0435 <a href="mailto:natasha.jenkins@illinois.gov">natasha.jenkins@illinois.gov</a>
Criminal Justice Information Authority	Jen Paswater (217)782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Deaf and Hard of Hearing Commission	Lisa Cook (217) 782-6154 <a href="mailto:lisa.cook@illinois.gov">lisa.cook@illinois.gov</a>	Courtney O'Connell (312)814-5409 <a href="mailto:courtney.oconnell@illinois.gov">courtney.oconnell@illinois.gov</a>
Developmental Disabilities Commission	Lisa Cook (217) 782-6154 <a href="mailto:lisa.cook@illinois.gov">lisa.cook@illinois.gov</a>	Courtney O'Connell (312)814-5409 <a href="mailto:courtney.oconnell@illinois.gov">courtney.oconnell@illinois.gov</a>

LEAD Contacts by Agency

AGENCY	LEAD LAWYER 1	LEAD LAWYER 2
Employment Security	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>
Emergency Management Agency	Jen Paswater (217)782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Environmental Protection Agency	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>
Financial and Professional Regulation	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Fire Marshal	Jen Paswater (217)782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Gaming Board	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Guardianship and Advocacy	Lisa Cook (217) 782-6154 <a href="mailto:lisa.cook@illinois.gov">lisa.cook@illinois.gov</a>	Courtney O'Connell (312)814-5409 <a href="mailto:courtney.oconnell@illinois.gov">courtney.oconnell@illinois.gov</a>
Health and Family Services	Lisa Cook (217) 782-6154 <a href="mailto:lisa.cook@illinois.gov">lisa.cook@illinois.gov</a>	Courtney O'Connell (312)814-5409 <a href="mailto:courtney.oconnell@illinois.gov">courtney.oconnell@illinois.gov</a>
Historic Preservation	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>
Human Rights	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Human Rights Commission	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>

LEAD Contacts by Agency

AGENCY	LEAD LAWYER 1	LEAD LAWYER 2
Human Services	Kari Rothermich (217) 785-1777 <a href="mailto:kari.rothermich@illinois.gov">kari.rothermich@illinois.gov</a>	Natasha Jenkins (312)793-0435 <a href="mailto:natasha.jenkins@illinois.gov">natasha.jenkins@illinois.gov</a>
Illinois Commerce Commission	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>
Innovation and Technology	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Insurance	Erin O'Boyle (217)524-3592 <a href="mailto:erin.oboyle@illinois.gov">erin.oboyle@illinois.gov</a>	Gabe Soto (312)814-3725 <a href="mailto:gabe.soto@illinois.gov">gabe.soto@illinois.gov</a>
Investment Board	Erin O'Boyle (217)524-3592 <a href="mailto:erin.oboyle@illinois.gov">erin.oboyle@illinois.gov</a>	Gabe Soto (312)814-3725 <a href="mailto:gabe.soto@illinois.gov">gabe.soto@illinois.gov</a>
Juvenile Justice	Jen Paswater (217)782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Lisa Cook (217) 782-6154 <a href="mailto:lisa.cook@illinois.gov">lisa.cook@illinois.gov</a>
Labor	Erin O'Boyle (217)524-3592 <a href="mailto:erin.oboyle@illinois.gov">erin.oboyle@illinois.gov</a>	Gabe Soto (312)814-3725 <a href="mailto:gabe.soto@illinois.gov">gabe.soto@illinois.gov</a>
Law Enforcement Training and Standards	Jen Paswater (217)782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Lottery	Erin O'Boyle (217)524-3592 <a href="mailto:erin.oboyle@illinois.gov">erin.oboyle@illinois.gov</a>	Gabe Soto (312)814-3725 <a href="mailto:gabe.soto@illinois.gov">gabe.soto@illinois.gov</a>
Military Affairs	Jen Paswater (217)782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Natural Resources	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>



LEAD Contacts by Agency

AGENCY	LEAD LAWYER 1	LEAD LAWYER 2
Pollution Control Board	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>	Diana Wise (217) 785-7345 <a href="mailto:diana.e.wise@illinois.gov">diana.e.wise@illinois.gov</a>
Prisoner Review Board	Chris Higgerson (217) 557-7968 <a href="mailto:chris.higgerson@doc.illinois.gov">chris.higgerson@doc.illinois.gov</a>	Natasha Jenkins (312) 793-0435 <a href="mailto:natasha.jenkins@illinois.gov">natasha.jenkins@illinois.gov</a>
Property Tax Appeal Board	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312) 793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Public Health	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312) 793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Racing Board	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312) 793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Revenue	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312) 793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
State Employee Retirement Systems	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312) 793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
State Police	Jen Paswater (217) 782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Bob Fanning (217) 558-1746 <a href="mailto:bob.fanning@illinois.gov">bob.fanning@illinois.gov</a>
State Police Merit Board	Jen Paswater (217) 782-3600 <a href="mailto:jennifer.paswater@illinois.gov">jennifer.paswater@illinois.gov</a>	Tiffany Kay (312) 793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>
Transportation	Erin O'Boyle (217) 524-3592 <a href="mailto:erin.oboyle@illinois.gov">erin.oboyle@illinois.gov</a>	Gabe Soto (312) 814-3725 <a href="mailto:gabe.soto@illinois.gov">gabe.soto@illinois.gov</a>
Veterans Affairs	Kari Rothermich (217) 785-1777 <a href="mailto:kari.rothermich@illinois.gov">kari.rothermich@illinois.gov</a>	Natasha Jenkins (312) 793-0435 <a href="mailto:natasha.jenkins@illinois.gov">natasha.jenkins@illinois.gov</a>

LEAD Contacts by Agency

AGENCY	LEAD LAWYER 1	LEAD LAWYER 2
Workers Compensation Commission	Ryan Donaldson (312) 814-6533 <a href="mailto:ryan.e.donaldson@illinois.gov">ryan.e.donaldson@illinois.gov</a>	Tiffany Kay (312)793-0433 <a href="mailto:tiffany.kay@illinois.gov">tiffany.kay@illinois.gov</a>



