

**Karl Ottosen** has practiced local government and labor law since 1984. As one of the initial hearing officers of the Illinois State Labor Relations Board, he was responsible for deciding cases which helped establish the foundation of the state's public sector labor law. He also assisted in developing the labor board's election, investigation, and hearing procedures. After approximately two years with the labor board, Mr. Ottosen entered into private practice and currently represents various governmental bodies, private corporations, and individuals in a variety of labor and employment law issues, as well as general school, fire protection, and municipal law matters.

A key element of Mr. Ottosen's practice is negotiating contracts with unions representing bargaining units in law enforcement, fire protection, education, public works, and other public services. Whether serving as a spokesperson leading the negotiations or as a resource person away from the table, Mr. Ottosen strives to ensure that the difficult and frustrating process of contract negotiations is completed in a professional manner. Mr. Ottosen understands that the employer must be able to effectively administer the final contract without impairing its ability to provide governmental services.

Mr. Ottosen is regularly selected to speak at seminars and workshops on labor, employment, and local government law issues. Topics presented include school and municipal finance; tort immunity; employment of personnel, from advertising the position to offers of employment; evaluation of employees; effective discipline; sexual harassment and other forms of discrimination, including management's role in those issues; collective bargaining; preparation for grievance or interest arbitration; and responses to a representation petition or unfair labor practice charge. Mr. Ottosen has also contributed as an author of practice handbook chapters for the Illinois Institute of Continuing Legal Education.

Karl Ottosen received a B.S. degree with high honors from Western Illinois University in 1981 with a major in secondary education. He received his J.D. degree from the University of Illinois College of Law in May 1984. He has been admitted to the bars of the State of Illinois, the United States District Court for the Northern and Central Districts of Illinois (trial bar member), and the Seventh Circuit Court of Appeals. He is a member of the American, Illinois and DuPage County Bar Associations, and the Illinois Council of School Attorneys.