

1 ILLINOIS DEPARTMENT OF LABOR
2 LABOR ADVISORY BOARD MEETING
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6 Report of proceedings had at the Illinois
7 Department of Labor, Labor Advisory Board meeting held
8 in person and via videoconference at 555 West Monroe,
9 4th Floor, Room 4S, Chicago, Illinois, commencing at
10 10:08 a.m. on the 21st of June, A.D., 2023.

11 BOARD MEMBERS PRESENT:

12 ANTHONY ALFANO (via video)
13 STEVEN AVALOS
14 STACEY BROWN (via video)
15 SCOTT CRUZ
16 TIMOTHY E. DREA
17 CHERITA ELLENS
18 JANE FLANAGAN
19 JASON KELLER
20 PAMELA MONETTI
21 MARISA RICHARDS (via video)
22 JERRY WOMICK (via video)
23 SOPHIA ZAMAN (via video)

24 ALSO PRESENT:

ANDREW FOX
JAMES FROEHNER (via video)
ELIZABETH GUERRERO
ANNA KOEPPPEL
FRANCIS ORENIC
GANAPATHI RAMASWAMY

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1 MS. FLANAGAN: We call this meeting of the Labor
2 Advisory Board at 10:08 a.m. It was established under
3 20 ILCS 5/555. It is subject to the Open Meetings Act
4 so we will be calling open meeting procedures, and we
5 do have a court reporter. This Board has not met by
6 our calculations in maybe -- certainly over
7 seven years so we're really excited at the Department
8 to revive it to determine today to think about what we
9 would like to accomplish and to provide us really --
10 (Inaudible.)
11 THE COURT REPORTER: Excuse me. I'm sorry,
12 ma'am. You're going to have to talk louder, please.
13 MS. FLANAGAN: Okay. I'll try to talk louder and
14 I can slow down, I'm a fast talker.
15 I would like Jason Keller to please call
16 the roll.
17 MR. KELLER: So I will go in alphabetical order
18 for membership. Anthony Alfano ...
19 MR. ALFANO: Present.
20 MR. KELLER: Steven Avalos ...
21 MR. AVALOS: Here.
22 MR. KELLER: Stacey Brown ...
23 MS. BROWN: Here.
24 MR. KELLER: Scott Cruz ...

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1 MR. CRUZ: Here.
2 MR. KELLER: Tim Drea ...
3 MR. DREA: Here.
4 MR. KELLER: Cherita Ellens ...
5 MS. ELLENS: Here.
6 MR. KELLER: Karen Harris ...
7 (No response.)
8 MR. KELLER: Alexander Laird (phonetic) ...
9 (No response.)
10 MR. KELLER: Pamela Monetti ...
11 MS. MONETTI: Here.
12 MR. KELLER: Michael Newman ...
13 (No response.)
14 MR. KELLER: Marisa Richards ...
15 MS. RICHARDS: Here.
16 MR. KELLER: Anthony Womick ...
17 MR. WOMICK: Here.
18 MR. KELLER: And Sophia Zaman ...
19 MS. ZAMAN: Here.
20 MR. KELLER: Director, we have a quorum to
21 proceed.
22 MS. FLANAGAN: Okay.
23 (Audio difficulties.)
24 THE COURT REPORTER: If you're speaking, I did

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1 not hear a word you said.
2 MS. FLANAGAN: Can you hear me if I sit here?
3 THE COURT REPORTER: Here.
4 MS. FLANAGAN: Okay. So if everyone could
5 introduce themselves, say something about the work
6 that you do currently, what brings you to this Board
7 and something that you would like this Board to focus
8 on or accomplish. This isn't your last chance, I
9 think we'll provide a forum for open conversation
10 later, but just one goal or objective that you would
11 have for this group because I think that's part of
12 what I'd like to accomplish today is to kind of get us
13 thinking about what we want to do here. So maybe
14 we'll start with folks in person. Let's start to my
15 left, we can go around and then we'll go on to
16 the -- (Inaudible.)
17 MR. AVALOS: Good morning everyone at home and
18 everyone here. I'm Steve Avalos. I'm a labor
19 attorney. I currently work at CVS Health. I started
20 my career actually working with the unions here in
21 Chicago as a union organizer many years ago in a
22 different life and then after law school was hired by
23 an employer law firm and that's the practice I chose
24 to continue.

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1 In terms of the work I'd like for us to
2 tackle here on this Advisory Board, I think there's
3 representatives from the union -- the union-side
4 representatives, from the employer side, I think just
5 making sure that Illinois is a leader in terms of the
6 laws and regulations that they put forth and are fair
7 and equitable to all workers and make the State an
8 attractive place for people to perform and not have to
9 lose talent to other states for whatever reason
10 (inaudible) -- attractive regulations for business,
11 so -- I don't know, that's -- I'm glad this is not our
12 first -- or last opportunity because I'm sure after I
13 hear everybody, I'm going to have -- I would like
14 to (inaudible.) Nice to meet you all.
15 MR. CRUZ: Hi. Good morning, everybody. My name
16 is Scott Cruz. I am a labor and employment attorney
17 also on the side of management for a law firm here in
18 Chicago, Greensfelder, Hemker & Gale. I've been
19 practicing labor and employment law on behalf of
20 management since 2002, so for the past 21 years.
21 I'm very happy to have been appointed on
22 this Board. Very much looking forward to what we can
23 accomplish here on the Board. I think for me the
24 biggest goal I have -- and Steve kind of touched on

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1 it -- is as a representative of management, to ensure
2 that the employer does have a voice here in Illinois,
3 particularly when we're talking about the different
4 laws and regulations that the Department of Labor is
5 tasked with enforcing. I've got clients in all
6 industries, all areas of the State from five employees
7 to a thousand employees and I just want to ensure that
8 they have a voice to make sure that the laws as
9 applied to them, both currently and that will be in
10 effect, particularly the Paid Leave for All Workers
11 Act, that we have -- we just understand that, right,
12 that certainly we want employees to be treated fairly
13 and equitably, but I think management also needs that
14 voice. Again, management in terms -- it's not a one
15 size fits all so I'm happy to be a part of the Board
16 and looking forward to working, as they say, on both
17 sides of the aisle here with the employee
18 representatives. That's all.

19 MR. FOX: I'm Andy Fox, legal counsel for the
20 Illinois Department of Labor. I'll pass it down the
21 road.

22 MS. ELLENS: Hi, everyone, Cherita Ellens. I'm
23 president and CEO of Women Employed. We are an
24 advocacy organization that focuses on improving

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1 workplaces for workers, in particular women and people
2 of color. We were the ones that led the charge for
3 the paid leave for all we were just talking about and
4 wanted, I think, that I would like for this Board to
5 accomplish, it's really to figure out what is the
6 balance between making sure that we have laws that
7 protect both employers and employees and that we don't
8 lean only to employers and that we figure out in the
9 laws that we are implementing how to make sure that
10 everyone has access to them, how to make sure everyone
11 is aware of them, and I'm sure that there will be more
12 as we go on.

13 Was that helpful? Did you hear that?

14 THE COURT REPORTER: (Nodding.)

15 MS. ELLENS: Sorry.

16 MR. RAMASWAMY: My name is Ganapathi Ramaswamy.
17 I'm the deputy chief legal counsel here in the
18 Department of Labor.

19 MS. ORENIC: Frances Orenic with the Illinois
20 AFL-CIO.

21 MR. DREA: Tim Drea, president of the Illinois
22 AFL-CIO. We work very close with the Department of
23 Labor and the employer community when it comes to
24 legislation and regulation of employment law and

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1 there's few issues that we'd like to follow up on and
2 explore and this Board, I think, is a perfect place to
3 do that. So thank you for reconstituting the Board,
4 Director, and we look forward to working with you.

5 MS. MONETTI: Hi, I have a pretty loud voice.
6 Can you hear me?

7 THE COURT REPORTER: (Nodding.)

8 MS. MONETTI: My name is Pam Monetti. I live
9 downstate. I'm a member of OPEIU 277, but I work for
10 the only union life insurance company in the country.
11 I think -- And I also serve on five different labor
12 councils. So I think what I want to do is just bring
13 a voice for labor from downstate.

14 MR. KELLER: Jason Keller, assistant director at
15 the Illinois Department of Labor.

16 MS. KOEPPPEL: I'm Anna Koepfel. I'm the
17 legislative and policy director at the Illinois
18 Department of Labor.

19 MS. GUERRERO: Elizabeth Guerrero, director of
20 external affairs and community engagement, Illinois
21 Department of Labor.
22 (Audio difficulties.)
23 MS. GUERRERO: Sure.
24 Sophia, would you mind going next, please?

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1 MS. ZAMAN: Sure. Good morning, everyone. I
2 apologize I couldn't be there in person. My name is
3 Sophia Zaman. I'm the executive director of Raise the
4 Floor Alliance. We're a coalition of community-based
5 worker centers that organize non-unionized workers
6 across all low-wage sectors. And one goal or
7 objective I'd really like to see us collaborate on is
8 ensuring that all workers, including workers who don't
9 have the protection of a union, can access our
10 employment rights and that they can claim those rights
11 free of retaliation.

12 I can pass it to Jerry.

13 MR. WOMICK: Good morning. I'm Jerry Womick.
14 I'm an international representative and business
15 manager for the Laborers' Union down in Southern
16 Illinois. We have one of the largest locals in the
17 international. I work in a ten-state region.

18 It's an honor to be a part of this Board.
19 And one of my goals would be to help understand more
20 how we can bridge information between the Department
21 to our other stakeholders, be it employers, workers or
22 community groups. So proud to be here. Thanks,
23 everybody.

24 MS. GUERRERO: James, could you go next, please?

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1 MR. FROEHNER: James Froehner, Department of
2 Labor, internal auditor.
3 MS. GUERRERO: Thank you. Anthony ...
4 MR. ALFANO: Can you hear me okay?
5 MS. GUERRERO: Yeah.
6 MR. ALFANO: Anthony Alfano, United Steelworkers
7 Union. Like one of my colleagues had mentioned
8 before, I started out as an organizer for the
9 Steelworkers Union now 28 years ago just this past
10 June 6th and then I went to law school and became our
11 organizing counsel as well and now I'm Sub-District
12 Director for the northern half of the State of
13 Illinois. I apologize for not being there in person
14 and for my casual attire. I'm about to get on an
15 airplane and fly back to Chicago here shortly, so
16 that's my apologies for not being there personally at
17 this time. If I have to cut this short, I apologize
18 as well.
19 But I really am looking forward to the
20 interaction for both nonunion as well union employees
21 because I still have a hand in organizing employees
22 that are not part of collective bargaining agreements
23 yet so I get questions all the time about the
24 interaction or the intersection of the new labor laws

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1 and the Cook County ordinances. I know they're not
2 touching all of those, but the interactions between
3 those for nonunion employees as well as those under
4 the collective bargaining agreement and learning
5 myself about how we can both bring those -- those laws
6 to them and show them how they can be enforced and how
7 they can be in effect.
8 And, you know, I've always had a good
9 working relationship across the aisle with management
10 attorneys as well and I look forward to
11 (indiscernible) in person that are on this Board as
12 well and I'm faithful to be the governor and to be a
13 part of this and it's just an honor and privilege to
14 be a part of this and on behalf of the Steelworkers
15 Union and I look forward to work with all of you over
16 the years. So thanks again for letting me be a part
17 of this. Thank you.
18 MS. GUERRERO: Thank you. Marisa ...
19 MS. RICHARDS: Good morning, everyone. My name
20 is Marisa Richards. I am the outreach and engagement
21 program manager for Painters District Council 30. We
22 are a union representing finishing trades workers
23 based in Aurora, Illinois. We serve 29 counties
24 throughout the State. I also direct our labor

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1 management fund and I've been working in that capacity
2 for the last 12 years or so. During that time, I've
3 served on many labor management committees that, you
4 know, come together, both sides of the aisle to tackle
5 difficult conversations, difficult subjects and really
6 bring about great change for our members to offer the
7 best that we can for them. So I'm really excited to
8 just, you know, work in that same capacity but on a
9 larger scale in this group.
10 My goal is to really ensure that, you know,
11 our work and recommendations are including all workers
12 throughout the State, especially those that are
13 traditionally left out of those conversations.
14 Thanks.
15 MS. GUERRERO: Thank you. And, Stacey ...
16 MS. BROWN: Good morning, everyone. My name is
17 Stacey Brown. I also apologize for not being there in
18 person. I'm looking forward to our next meetings
19 where hopefully I can get to meet each one of you in
20 person. I am the chief human resources officer for
21 First Hospitality, a hotel management operations and
22 ownership organization that owns hotels across the
23 country. We're headquartered in downtown Chicago. I
24 am a labor and employment attorney by trade and

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1 education and background and like so many of you who
2 have already introduced yourselves, I've also worked
3 on both sides of the aisle. I've been counsel --
4 general counsel for Teamsters in my lifetime and I've
5 done both sides so I'm looking forward to continuing
6 that trend and working collaboratively with each one
7 of you.
8 My goal here is to do just that, to find a
9 harmony and a balance that strikes the right cord for
10 both people, for unions and for industry and for
11 companies and employers. I believe that there's
12 actually three parties at that table. I think, you
13 know, sometimes while we look at the interests of the
14 employers and sometimes the collective bargained --
15 bargaining organizations, I think sometimes we also
16 need to pay a hyperfocus to the people who are of
17 mutual interest to us both. So that's who I am and
18 I'm looking forward to working with you and thank you
19 for the opportunity and the honor.
20 MS. GUERRERO: Thank you. And I don't believe I
21 missed anyone, but if I did, please share. Okay. I
22 don't think we did. I think we're good.
23 MS. FLANAGAN: Okay. Back in the hot seat here.
24 So these introductions -- I was excited as we were

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1 putting this Board together and then the governor was
2 nominating all of you, but just hearing you all
3 re-introducing yourself reminds me of just, yeah, how
4 much potential is in this room and on this Board, what
5 a breadth of knowledge and expertise.
6 So my thought was to give, kind of, a
7 really very, very high level overview of the
8 Department and what we do just to, kind of, ground us
9 in our work and then we were going to, sort of, turn
10 to both Elizabeth and Anna to get some brief updates
11 of, kind of, newer things we're working on and then
12 open it up to both, kind of, the business we need to
13 accomplish and the goals that we want to accomplish.
14 Okay. Can you all see my screen.
15 MR. ALFANO: Yeah, virtually we can.
16 MS. FLANAGAN: Okay.
17 (Brief pause.)
18 MS. FLANAGAN: Okay. Here we are, Welcome and
19 overview. Here we are, Illinois Department of Labor.
20 I will start for a moment by saying I have been
21 director -- I was appointed in March of 2022, so a
22 little bit over a year. My background is -- I was a
23 practicing labor and employment lawyer for years,
24 private sector, largely represented employees in big

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1 FLSA cases. I represented a chicken processing
2 workers on Maryland eastern shore. Bus drivers, I did
3 some employment discrimination. I also did some
4 management counseling.
5 I then went and was counsel at the Maryland
6 Department of Labor. We moved here -- My family moved
7 here in 2012, and I worked at the Illinois Attorney
8 General's Office for many years. I founded the
9 Workplace Rights Bureau there and led investigations
10 of minimum wage, prevailing wage, wage payment and
11 collections, some fault claim, some civil rights work,
12 some noncompete investigation, and then briefly left
13 state service.
14 I had a fellowship and then came back as
15 deputy general counsel in the governor's office during
16 the pandemic. I worked with, sort of, the portfolio
17 of State agencies that have to do with work, so UI,
18 workers' comp, work course development, and DOL, and
19 then I -- (inaudible). So that's sort of my
20 background.
21 And let's talk a little bit about the
22 Department. So here is our mission. The mission of
23 the Department is to protect and promote the wages,
24 welfare working conditions and safety of Illinois

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1 workers by enforcing State labor and employment laws,
2 providing compliance assistance to employers and
3 increasing public awareness of workplace protection.
4 Through enforcement, education and community
5 partnership, the Department works to ensure that
6 workers are paid what they're owed and that the
7 employers who follow the law remain competitive. We
8 are trying as always with all organizations to live
9 that, right. That's a vision and a mission.
10 All right. So the Department has around
11 100 employees. We are a small-to-medium sized State
12 agency. We enforce currently 25 different workplace
13 protections and standards and growing. I think that
14 has grown in the last ten years up from about, I want
15 to say, 16 or 17. They were about 17 (indiscernible)
16 department in force ten years ago. We have the same
17 size work force that we did back then, so staffing is
18 a continual issue. We have been staffing up, though.
19 Main offices in Chicago and Springfield.
20 We have a smaller office in Marion. We have four main
21 enforcement divisions which I'll talk about a little
22 bit and then, sort of, those divisions that support
23 them, you know, our finance, our outreach, HR,
24 et cetera.

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1 So our first, sort of, core enforcement
2 division is our Fair Labor Standards Division. This
3 division enforces what we think of as the basic state
4 wage hour standards, Wage Payment Collection Act,
5 that's the right to promised wages; the Minimum Wage
6 Act, we know what that is; the Child Labor Law
7 including, you know, child labor certificates; and the
8 One Day Rest in Seven Act, which provides meal breaks,
9 breaks and a day off in a seven-day period.
10 We also do both substantive worker
11 protection and licensing for -- the way I think of
12 this is, workers that are sent by intermediaries,
13 whether those are temp staffing agencies, nurse
14 agencies or the Private Employment Agency Act like the
15 nanny, (indiscernible), up front to an employer. So
16 we license those entities and we also do some
17 substantive regulation of our folks getting, are they
18 being told what they're being paid, et cetera. That's
19 all within our Fair Labor Standards Division.
20 The Conciliation and Mediation Division
21 enforces the Prevailing Wage Act on public works
22 construction projects. We also survey and ascertain
23 those prevailing wage rates for different trades and
24 classification. We issue reports using that

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1 prevailing wage certified payroll data on, you know,
2 the demographic on public works construction.
3 The Employee Classification Act is --
4 creates civil penalties -- enforcement mechanisms and
5 civil penalties for misclassification in the
6 construction specifically. It also requires we have a
7 system of interagency referrals when we get on this
8 classification complaint. That is immediately paired
9 with other State agencies that may have an interest or
10 investigate misclassification including unemployment
11 insurance, Workers' Compensation Commission, and the
12 Department of Revenue.
13 And then our Conciliation and Mediation
14 Division also enforces the Equal Pay Act which leads
15 substantive rights to equal pay. Also with
16 significantly amended in the last two, three
17 legislative sessions ago, I guess both, to require
18 essentially EEO 1 style payroll reporting by companies
19 larger than 100 employees to us and contemplates a
20 certain amount of data analysis and enforcement on pay
21 data.
22 Also not listed here, but, sort of, smaller
23 volume, but, sort of, within what I think of as the
24 pay -- equal pay and pay transparency, the No Salary

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1 History Act enforced by conciliate them and mediate
2 them and soon to be likely under the --
3 (Indiscernible.)
4 Illinois OSHA does public sector nonfederal
5 Occupational Safety and Health Enforcement. So think
6 of everything from your municipal fire department,
7 volunteer fire, streets and sanitation to state
8 employee workplaces, village workplaces. We also
9 through Illinois OSHA run a federally funded free, I
10 always mention this when I talk to employers, on-site
11 (indiscernible) and help vocation services. We employ
12 consultants and industrial hygienists who will partner
13 with employers completely divorced from our
14 enforcement to eventually do safety and health
15 consultation and help employers, you know, do safety.
16 And our Amusement Ride and Attraction
17 Safety Division, we inspect and permit amusement rides
18 and attractions throughout the State including
19 trampoline parks, ziplines, ski lifts, haunted houses
20 as well as your traditional both traveling, sort of,
21 carnivals and amusements and, you know, Six Flags, a
22 little known aspect of the Department of Labor. And
23 that's it.
24 I will stop sharing for a second and just

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1 ask, does anyone have questions on any of that that I
2 just covered briefly, just for clarification? We can
3 obviously go into detail, but I'll just pause it a
4 second.
5 MR. CRUZ: (Audible difficulties.) -- with other
6 agencies that work for the Department that might fine
7 workers unintentionally, of course, from -- who should
8 be nonexempt and you're going to call your friends at
9 the Employment Security higher ups, the different
10 agencies?
11 MS. FLANAGAN: So it's in a statute and it is
12 contemplated that as the complaint comes in, we share
13 it. So the communication is largely up-front.
14 MR. KELLER: It's only construction.
15 MR. CRUZ: It's only construction. Okay.
16 MS. FLANAGAN: We will, sort of, in the spirit of
17 interagency cooperation share or notify where we
18 make -- we can't necessarily do everything here, but
19 here's the complaint so we will share. But the system
20 and the statutory obligation is construction.
21 MR. CRUZ: Okay.
22 MS. FLANAGAN: All right. I would like to pass
23 it to Anna again -- or to Elizabeth again in the
24 spirit of grounding us in some of the work the

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1 Department is currently doing to just talk a little
2 bit about Elizabeth's role as director of community
3 engagement and outreach. This is a new role at the
4 Department so I think it's particularly important for
5 this Board to, sort of, learn a little bit about how
6 we're thinking about that.
7 MS. GUERERRO: Thank you. Again, my name is
8 Elizabeth Guerrero. I'm new-ish to the Department, I
9 joined in December. And what's really great about my
10 role is that in partnership with the (indiscernible)
11 and the Department of Labor, we are really building
12 out our outreach engagement strategy.
13 A little bit of background on me. Right
14 after undergrad, I spent some time in the nonprofit
15 world on the southwest side in the City of Chicago,
16 then spent six years in government, so -- local
17 government. And then I made the transition to, sort
18 of, couple both my experiences in the nonprofit world
19 as well government into this new role at IDOL.
20 So what I see my role, primary goal is to
21 connect with a larger network of stakeholders in order
22 to reach a larger audience of both workers and
23 employers to ensure that everyone that comes across
24 the Department of Labor or doesn't know about the

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1 Department of Labor and the work that we do is able to
2 get that knowledge, so connecting with workers and
3 employers across the State; to educate and inform them
4 of labor laws and how the Illinois Department of Labor
5 can help.

6 One way we have done this for the last few
7 years is through the FARE Grant, Fostering Access,
8 Rights and Equity, which was awarded by the
9 U.S. Department of Labor. We have great partners
10 across the State. Women Employed is our primary
11 partner and our subgrantees are Arise-Chicago,
12 Madricon (phonetic) Corporation, (indiscernible)
13 Center on Property Law, YWCA of Quad City. They have
14 all done an incredible job of reaching low-wage women
15 workers for media and outreach campaigns to highlight
16 their equal pay rights. At IDOL, we also hold a
17 community round table where we share resources with
18 our partners to be able to share with their
19 communities.

20 Next month, the first meeting of the
21 Warehouse Safety Task Force will take place and I am
22 happy to share more details once finalized. A little
23 bit of background there. This Warehouse Safety Task
24 Force was created in recent months to the Amazon

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1 building collapse in Evans- -- Edwardsville. So more
2 details to come there once finalized.

3 As many of you know, Paid for Leave for all
4 takes into effect on January 1, 2024 and we are
5 working -- currently working on our outreach strategy
6 to ensure that the public is informed about this new
7 law. We will hold meetings (indiscernible) while
8 social media to ensure we are reaching all workers
9 (indiscernible.) We are exploring many ways to get
10 the word out including advertising on public
11 transportation across the State and any and all input
12 and ideas are welcome, so please send them our way on
13 we can make sure that everyone is informed.

14 We will also use the State Fair as an
15 engagement opportunity to share information on paid
16 leave as well as highlight child labor laws. We are
17 working with the U.S. Department of Labor to create
18 resources to share on child labor laws which we'll
19 share at the state fairs. We are also working on
20 participating in back to school events in school
21 districts across the state to share this
22 (indiscernible).

23 So these are just a few of the things that
24 I am working on at the Department. I'm happy to talk

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1 about the different things that are going on. I'm
2 also working on language access, diversity equity
3 internally and externally. So there's a lot of
4 exciting work happening and your partnership in this
5 work is important and appreciated. So again, if you
6 have any suggestions, connections in your networks
7 that we should be connecting with, please let us know.
8 That's all I have. Any questions? Comments?

9 (No response.)

10 MS. GUERRERO: Okay. Thank you. And I will hand
11 it over to Anna.

12 MS. KOEPPPEL: I will share my screen, hopefully.
13 Good morning, everyone. As I said earlier, my name is
14 Anna Koepfel. I'm the legislative and policy director
15 here at the Department of Labor. I also serve as
16 (indiscernible) coordinator and I'd like to give you
17 an overview, not just of the legislative process, but
18 particularly how the Department interacts with the
19 legislative process. In my role, I serve as a liaison
20 between the Department of Labor and the Illinois
21 General Assembly working with stakeholders,
22 legislators, staff to represent the position of the
23 Department in the legislative negotiation and process.
24 So just to establish some context for why

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1 we do what we do. The General Assembly enacts laws
2 and amendments to laws, some of which the Department
3 of Labor is charged with enforcing. Jane went over
4 the list in her presentation, about 25; for example,
5 the Minimum Wage Law, the Equal Pay Act, the
6 Prevailing Wage Act, and about 20 others. But not all
7 things -- not all laws that we think of as labor laws
8 are under the jurisdiction of the Department of Labor.
9 We don't administer unemployment insurance. We
10 doesn't regulate workers' comp and we don't regulate
11 collective bargaining issues and there are some other
12 labor laws that exist that are, you know, through
13 Private Right of Action or maybe another agency, just
14 not necessarily through the Illinois Department of
15 Labor. So we have a particular focus on the 25 laws
16 that Jane alluded to earlier.

17 So the legislative process, the Generally
18 Assembly, the House and the Senate meet down in
19 Springfield generally from about January to the end of
20 May. They're always scheduled to adjourn usually in
21 May at midnight. Of course, everything at the General
22 Assembly is subject to change. And to pass a bill
23 what do you need? You need 30 votes in Senate,
24 60 votes in the House, one signature from the

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1 governor. So you may hear somebody say we need
2 30-6-1. That's what we're talking about. You've got
3 to get it through both chambers. We all remember
4 Schoolhouse Rock.

5 So where we are in the year, as I said the
6 legislature meets through May, they got out a little
7 early this year, but now June and July is the time
8 when the General Assembly is sending over any bills
9 that have passed both Chambers. Are you kidding? So
10 right now, June and July, you know, the legislature
11 just adjourned, they are sending over any bills that
12 have passed both chambers to governor. He is
13 considering them and will sign or veto them on a
14 rolling basis this month or next month, but usually on
15 Fridays, his office will send out the big list of
16 here's what the governor took action on today, here's
17 what he signed and if he voted on anything.

18 So bills generally will take effect
19 July 1st, January 1st, or on the day the governor
20 signs it. That's in the legislative usually the last
21 line. So what that means for us as an agency is that
22 in the time leading up to whenever the effective date
23 is of any given law what we expect to be signed, we
24 are preparing for implementation. And that's what

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1 we're doing right now.

2 So just to give you some examples of some
3 pieces of legislation that passed this past spring a
4 couple months ago that the Department of Labor is
5 charged with enforcing, Equal Pay Act Salary
6 Transparency, so this won't start until 2025. But it
7 will require employers with more than 15 employees to
8 (inaudible) -- an update to the Day and Temporary
9 Labor Services Act which regulates temp agencies, half
10 a dozen clarifications of the Prevailing Wage Act with
11 public works.

12 And then just to demonstrate that not every
13 piece of legislation is a big public policy shift. We
14 take initiatives to update our statutes. This year we
15 had sort of an omnibus modernization standardization
16 to allow us to conduct some -- (inaudible) --
17 electronically, allowing electronic payment of fines
18 and fees and to codify the standard procedure for what
19 happens when we collect back wages for workers and
20 (indiscernible) for the worker.

21 So as we prepare to implement the laws that
22 the governor signed, we -- what steps do we need to
23 take internally to actually implement the laws such as
24 maybe we need to update a complaint form, maybe we

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1 need to hire new investigators or train our existing
2 investigators on a new investigation method or a new
3 violation that's been created, maybe we need to build
4 a new page on our web site, get our IT staff involved.
5 This is the glamorous work of state government. We
6 consider what provisions in the law are likely to be
7 confusing to employees or employers. And jointly with
8 that, how do we best communicate with employers and
9 employees to help them understand their rights and
10 responsibilities under the law.

11 (Audio difficulties.) So then we move into
12 the fall in October and November or November and
13 December. The General Assembly meets again for
14 two weeks in what's called a veto session. This is
15 meant to give them an opportunity to overturn any of
16 the vetoes that the governor issued from the summer;
17 but during this time, they're not limited to
18 considering only veto overrides. They can vote on
19 anything like normal. They can do anything that they
20 normally do in the spring session which means you will
21 see often bills that progressed during the spring
22 session, didn't quite make it over the finish line,
23 and then they come back in October and they can pick
24 it right up where they left off and pass it and send

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1 it to the governor. So they'll be sending him bills
2 November and December which he can sign or veto again.
3 Some of those will take effect January 1 and then we
4 do it all over again.

5 So that's the end of my presentation. I'll
6 be happy to take any questions.

7 (No response.)

8 MS. FLANAGAN: I'll just sit here for a moment to
9 transition out.

10 (Brief pause.)

11 MS. FLANAGAN: So I think at this point we'll
12 move into, kind of, the meat of what the Board needs
13 to think about and accomplish.

14 Andy, I would ask you to maybe come up and
15 just talk through, kind of, the steps we need to take,
16 et cetera, and then let's open it up for conversation
17 in terms of (indiscernible) setting, how often we want
18 to meet, but let's do the procedural stuff first
19 maybe.

20 MR. FOX: Hi, everybody. I'm off camera, but I'm
21 here in person. So I'm the chief legal counsel and
22 the deputy legal counsel. So some of what we'd like
23 to just remind you is, one, we're subject to the
24 Meetings Act so recording and any meetings that happen

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1 outside of this would be subject to the Meetings Act
2 so we'll provide information about that to you all.
3 Also there are no bylaws currently in
4 effect of this Board. It is a Board, so bylaws --
5 We're hoping at the next meeting, perhaps, there will
6 be some sort of vote about who the chair might be and
7 the structure of the Board would be kind of written
8 into the bylaws so we could facilitate by providing
9 templates to people to think about the bylaws and/or
10 help you all think through how bylaws could be created
11 and voted on by the group. We've got to
12 (indiscernible) some additional information.
13 MR. RAMASWAMY: Yeah, I think conditions for the
14 Board -- (inaudible) -- but a secretary still needs to
15 keep the minutes -- Well, ideally we're not --
16 (inaudible) -- a court reporter every time, but for
17 when the Board meets -- for this meeting, we didn't
18 have any minutes to approve because we had a meeting
19 seven years ago, so the next meeting we'll have proof
20 of it for what happened today. But going forward, the
21 keeper of the -- (inaudible) -- so anything,
22 especially the keeper -- and positions you want to
23 have life chair or anything like that necessary, but
24 (indiscernible) you identify and you said bylaws that

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1 will be ideal as well that's statute because ideally
2 and then training as well, I think I e-mailed some of
3 you already about interests, stuff like that. But we
4 do -- (Inaudible.) I'll e-mail all of you about
5 diversity and inclusion training, ethics training,
6 (indiscernible) awareness, (indiscernible) prevention
7 training, all made training. I'll e-mail all of you.
8 I'm sure you'll get it done ideally before the next
9 board meeting, so chair, positions, bylaws, what we
10 can provide.
11 MS. FLANAGAN: Can I ask a question? How often
12 are we going to meet?
13 MR. RAMASWAMY: First, you can't meet less than
14 quarterly. Ideally, by the next meeting as part of
15 your bylaws, you'll set up minimum -- you'll set up,
16 like, a calendar. So I think we are going to talk
17 about the next proposed meeting dates, but hopefully
18 part of your bylaws will -- when you want to meet, but
19 it can't be no less -- (Inaudible.)
20 MR. FOX: So those bylaws would have an annual
21 meeting, process for election, any officers you wish
22 to include, just your typical Board. We don't want it
23 to encumber what you all are doing, but just provide a
24 document we all abide by -- or you all abide by as

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1 Board members going forward and we can help facilitate
2 that by sending out some templates. Generally would a
3 Secretary of State will provide a document for it, we
4 can look at some other advisory boards that exist to
5 provide some context for you all.
6 Anything else?
7 (No response.)
8 MS. KOEPPPEL: Maybe we can think about dates for
9 a second.
10 MS. FLANAGAN: We had just, like, a week in
11 September, like, the 21st if folks want to look at
12 their calendars now or we can send out some dates.
13 Let's make some decisions in terms of does quarterly
14 work. I am imagine more than quarterly would be very
15 difficult for this Board, but I will just pause to --
16 Do people have thoughts of (indiscernible) of
17 meetings? Once a quarter?
18 MS. MONETTI: It's about what we're supposed to
19 be thinking about as well as worry about some other
20 appointments and things and schedules that we have.
21 MS. FLANAGAN: It works for you? Folks, on the
22 Zoom, quarterly?
23 MS. BROWN: This is Stacey. Quarterly works
24 great.

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1 MS. FLANAGAN: Okay. We have roughly just looked
2 at September 21st, I'll throw that date out, but we
3 can send some dates around if that works for people
4 following this meeting and we'll just vote for a
5 quorum, essentially.
6 MR. DREA: Do you want to talk about Thursdays?
7 Wednesdays? (Inaudible.)
8 MS. FLANAGAN: We can do a doodle pole for
9 like -- but we'll aim for that, kind of, third, fourth
10 week in September, if that works for everyone, and
11 then a quarterly cadence from there on.
12 MS. RICHARDS: Would an in-person option be in
13 Chicago then for September?
14 MS. FLANAGAN: This is your board, Marisa. I
15 think that is -- You know, that -- We can certainly
16 host in Chicago again in September. We could do it in
17 Springfield. Any of you could offer to host?
18 MR DREA: With, like, Alexander Laird, what we
19 do -- (inaudible) -- Springfield because of
20 legislature being in session, the other meetings in
21 Chicago because I think it's probably more convenient
22 for most of these folks. You know, I live somewhere
23 up 55 so it's --
24 MS. FLANAGAN: This in a car --

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1 MR. DREA: I think maybe that would make sense
2 if -- It would get everybody in Springfield to see the
3 facility and that in Springfield and if you want to
4 visit legislators or whatever, it might be a good idea
5 to do it in Spring- -- have the meeting in
6 Springfield.

7 UNIDENTIFIED SPEAKER: I propose here in Chicago
8 if this works. We have plenty of space.

9 MS. FLANAGAN: Do you have a microphone?

10 UNIDENTIFIED SPEAKER: We've got everything.

11 MS. FLANAGAN: So that's plus, a definite plus.

12 MR. DREA: You have a meeting room?

13 MS. FLANAGAN: In Springfield, yes, we do. All
14 right. Why don't we plan on if IT works for everyone,
15 Chicago this fall and Springfield in the spring? And
16 maybe we'll use your office for the next meetings.
17 Any objections? I'm not following parliamentary
18 procedures here, I'm just trying to get consensus.

19 MR. DREA: It's closed.
20 (Overlapping talking.)
21 (Audio difficulties.)

22 MS. BROWN: We've lost volume. We can't hear.

23 MS. FLANAGAN: I was just saying that our legal
24 team can draft the model bylaws, we can send those

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1 around prior to the next meeting so people can review
2 them, make any changes so that we'd be in a position
3 to just have some bylaws at the next meeting that you
4 can vote on.

5 MR. RAMASWAMY: Is it anticipated that we're
6 going to have committees within the Board or is this
7 the type of Board -- I guess this is open for anyone
8 where we can -- we need committees on it all?
9 (Overlapping talking.)

10 MS. FLANAGAN: So maybe what you're question is
11 driving is really what we should open up which is,
12 again, this is the first meeting of this Board, right,
13 there's no -- we're essentially a clean slate given
14 how long it's been. So I think perhaps what we should
15 think about is what are some of the issues that we
16 think this Board should tackle in the coming, you
17 know, six to nine months, right. Obviously, we can't
18 take on everything or you can't take on everything, so
19 really what are, you know, maybe a couple, sort of,
20 substantive areas or issues that could be a focus?
21 I'm happy to suggest some things the Department is
22 thinking about and working on, but really this is your
23 Board so I want to open it up to all of you.
24 (Audio difficulties.)

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1 THE COURT REPORTER: Again, no sound on our end.

2 MS. FLANAGAN: So Cherita is suggesting that
3 areas that the Department may have more need should
4 inform what the Board looks at, particularly given
5 kind of our limited staff and our growing book of
6 business, if you will.

7 MR. RAMASWAMY: Question, do we have any
8 involvement at the Board in the rule making at all for
9 any of the specific laws or acts that are yet to be
10 gone into effect?

11 MS. FLANAGAN: So I'll answer and then my lawyers
12 will tell me what I should say. Obviously, the
13 rule-making process is public and you will represent
14 your clients as you see fit in the public rule-making
15 process. I think that -- And it wouldn't be
16 appropriate for us to give the Board information of
17 what the public doesn't have access to, right,
18 everything here is public. We can obviously provide
19 updates as part of the Department business, but we
20 couldn't, sort of, have separate communications about
21 rules, once we're in the ruling process.

22 MR. RAMASWAMY: What about -- (inaudible) act
23 time and place the governor and director be present
24 and to be heard on any matter coming about of the

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1 Board. So I mean, the Board is set up to communicate
2 to the Illinois Department of Labor and the governor
3 on the issue of rule making. I don't know in that's
4 in scope of what this Board has the power to do. I
5 want to make sure (inaudible) for rule-making --
6 (Inaudible.)

7 THE COURT REPORTER: I can't hear whoever is
8 speaking. It's garbled.

9 MR. RAMASWAMY: So we want to make sure we're in
10 compliance with the Administrative Procedures Act
11 thinking that when we publish rules, anyone has the
12 right to do make a comment or respond to that comment,
13 so -- but anything before that, as Andy said, would
14 probably be beyond the scope of internal rule-making.
15 So that would be my advice for the Act.

16 MS. FLANAGAN: And I would say on that point, you
17 know, since we are able to provide non, sort of,
18 substantive information, right, information about we
19 filed the rule or we haven't filed the rule or first
20 notice ends, that's fine to discuss, but if there's
21 anyone on the Board who feels like they, you know,
22 don't know how to access information about
23 rule-making, don't know the rule-making procedure, I
24 can certainly provide just, like, the logistics of how

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1 it happens so then you guys can get into it as any
2 member of the public can.
3 I guess the only other thing I would say is
4 the Board can discuss and provide input as any
5 stakeholder could and consider generally prior to
6 rule-making. Like, before we publish that draft and
7 working parts noted, there's always, sort of, this --
8 you know, we can always be engaging in conversation,
9 hearing from people about what shouldn't we enforced.
10 It's just once we're in that formal -- (inaudible) --
11 that -- policies and procedures.
12 MR. AVALOS: Then our next meeting, a suggestion
13 might include, like, a legislative update, like,
14 here's some of -- here's some of the laws that are
15 subject to veto or that, you know, here's some of the
16 rules that we're thinking about introducing and then
17 that way we have an opportunity to provide any input
18 we want. And that might be good for most meetings.
19 MR. FOX: One thing to think about is the bylaws
20 to strive that the method of the chair to receive
21 recommendations about the agenda and how those are
22 heard at the meeting, so the chair could be empowered
23 to receive recommendations or the chair could have
24 discretion to set it or you could bind it into the

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1 bylaws. You can have free information exchange, you
2 want to be able to communicate; but in the end, you
3 will probably want to give the chair the discretion to
4 decide what makes the agenda so that it's just a
5 typical format and then you have a meeting and what
6 you want to be heard on is heard.
7 MR. DREA: (Inaudible.) -- Advisory Board and it
8 was for labor, for bids for public and I don't know if
9 it was in the bylaws or not, we just always generally
10 accepted business and labor agreed that the chair of
11 that committee, Jim Margolis (phonetic) who's been
12 there forever, you might know him, he was a chair, he
13 was a public member so that one side didn't have
14 advantage over the other. So it's something for the
15 Board to consider that labor and business not be a
16 chair of that -- one of the public members take on
17 that role.
18 (Overlapping talking.)
19 MS. FLANAGAN: Yeah, we will need to -- So give
20 some thought to a chair for the next meeting as we
21 need to elect a chair at the next meeting and I don't
22 even have a seat on the Board so it's got to be one of
23 you. The bylaws would establish how the chair would
24 get elected.

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1 MR. DREA: (Inaudible.)
2 MS. FLANAGAN: What Tim was saying about a member
3 of the public is this Board, I think, is five from
4 business, five from labor and three from the public,
5 neither labor nor business. Cherita is public, Pam is
6 public, and Sophia -- Sophia is public.
7 MR. FOX: Okay. Your question is well-put.
8 It's, like, should the bylaws incorporate that the
9 chair be from public member appointed to the position,
10 something to think about, not now, but from here
11 forward.
12 MR. DREA: I mean, it's agreed upon, it's
13 something that should be agreed upon.
14 MR. AVALOS: I was just trying to run through how
15 that worked if someone --
16 (Overlapping talking.)
17 MR. DREA: The chair through probably
18 administration can --
19 MS. FLANAGAN: So it sounds like sort of going
20 back to topics and how we might focus. It sounds like
21 certainly kind of a standing legislative and
22 rule-making, sort of, update, implementation update.
23 One thing I know, Tim, you and I had talked about --
24 or you had expressed interest in, kind of, prior to

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1 joining the Board, there is a rise of child Labor,
2 we've got a bunch of enforcement actions going.
3 As Elizabeth described we're trying to do
4 more outreach on child labor right now to try to just
5 ensure that youth workers, sort of, know what their
6 rights are at work and employers understand the
7 process of these prohibited industries. I mean, there
8 have been some pretty horrific child labor places and
9 violations recently. It might be an area where we
10 could use input from folks as to how to, kind of,
11 approach and grow our child labor, both outreach and
12 enforcement. So that's an idea.
13 Paid leave, obviously, is front of mind, I
14 think, for a lot of employers in the State. A lot of
15 people here probably know more than I do about what
16 went into that legislative process and could help
17 think about an outreach and, kind of, you know,
18 compliance plan for employers. ODRISA is something I
19 know Jason fields a lot of questions on, the One Day
20 Rest and Seven Act, just in terms of when employers
21 need permits to work, you know, that extra sixth day
22 or -- So that is another area. There have been
23 changes. There's probably room for additional changes
24 to the ODRISA Act, modernization that we could think

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1 about. So those are just, kind of, a couple thoughts.
2 But again, open to suggestion, questions, ideas.
3 (Audio difficulties.)
4 MS. ZAMAN: Jane, we can't hear.
5 MS. ELLENS: I was saying that education and
6 outreach is really important both for employers and
7 workers throughout the State and understanding how
8 different that outreach and education need to look
9 like based on where we are in the State and based on
10 who we are communicating with. One of the things that
11 we learned through the FARE Grant is that many
12 low-wage workers have no idea what their rights are
13 and they don't know how to access them. They didn't
14 even know who DOL was. So I think that that is
15 something -- a huge area we should be looking at on
16 the Advisory Board to help the Department figure out
17 and Elizabeth figure out how to tackle that huge, huge
18 job.
19 MS. MONETTI: So we are in the -- There's a lot
20 of counties that don't have public transportation so
21 you have to find a better way or different way to help
22 have the outreach to -- especially low wage to -- you
23 know, who might not be getting the information.
24 MS. ELLENS: And then also what the

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1 communications look like. Everyone is not an attorney
2 and, you know, nor policy buff and so it can't be --
3 ONCE it goes to the public, we're talking about
4 workers, it has to speak to workers, and it might
5 sound different speaking to employers who have lawyers
6 on hand, but small businesses don't have lawyers in
7 hand and they may not have a legal background to
8 understand how to enforce or how to, you know, roll
9 out the laws or regulations within their own
10 organizations as well as nonprofits. Like, all of
11 these are employers, right, we only think of, like,
12 John Deere and Caterpillar, but there are so many
13 employers under this body that we really need to be
14 considerate in how that information rolls out.
15 MR. CRUZ: You've got a point and I echo that and
16 I'm glad you brought that up. I represent a lot of
17 clients in what I'll call Southern Central Illinois
18 and they're just not as -- if I'm not giving them a
19 webinar or they're not my clients, you know, I
20 generally try to partner with the chambers of commerce
21 for the local -- you know, Decatur, Effingham, whoever
22 it may be, maybe that was a part of the outreach
23 because the local chamber in many instances is the
24 entity, particularly in those again what I'll call the

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1 Southern Central Illinois that gets the word out,
2 right, that even for employees and employers. So
3 particularly with the Paid Leave for All Workers Act
4 which, you know, I can tell you is Topic No. 1 for my
5 clients who are not in Chicago and Cook County and
6 maybe addressing that and bringing in the local
7 chambers of the different counties throughout the
8 State could be helpful for us in getting -- getting
9 the word out to both employers and employees.
10 MS. GUERRERO: And I am making those
11 introductions and perhaps --
12 MS. FLANAGAN: I just want to make sure that
13 we're opening it up to folks who are joining virtually
14 on the phone, we would love to hear from any of you.
15 MS. ZAMAN: I just want to piggy-back off the
16 last two comments that were shared. So, you know, I
17 think the effort to make sure that our -- the laws
18 that the agency enforces are widely disseminated and
19 publicized in culturally competent ways and in a
20 variety of pathways that are most likely to reach our
21 targeted audiences will be really key.
22 And, sort of, threading those two thoughts
23 and thinking about a further topic of interest is, you
24 know, I would really love to understand from the

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1 staff, thinking about all the acts that were mentioned
2 in the presentation, right, IDTLA, ECA, all of the
3 acts that you're talking about, sort of, where are we
4 at when it comes to our understanding on compliance on
5 those different areas, where are the strategic
6 challenges when it comes to just a lack of awareness
7 or a lack of enforcement efforts and then how can we
8 complement Elizabeth's role in thinking about
9 strategic partnerships to not only publicize -- help
10 widely publicize this information, but to expand our
11 capacity as an agency to help folks, you know, enforce
12 those rights or utilize those laws in ways that, you
13 know, is really captured in the spirit of law-making
14 process? So I just want to make sure that that's
15 captured in the as conversation well.
16 MS. FLANAGAN: Others?
17 (No response.)
18 MS. ALFANO: I think that was well-said. This is
19 Anthony Alfano. We want to try to make sure that all
20 the laws that are enforced and applicable to our
21 members or nonmembers as well as employees, that it's
22 plain, it's easy to read, it's something that they can
23 understand or we can help them navigate through and
24 get that message out to everybody. So I'm on board

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1 with that 100 percent. I think that sounds great.
2 MS. FLANAGAN: Now, it's interesting we've been
3 actually -- I know there's been another agency that
4 did this and we've been exploring getting out this, a
5 plain language training. I mean, it sounds training
6 silly, right? But essentially training, doing a plain
7 language training to undo all of that, sort of,
8 legalese and government speak and there's even an app
9 now that we just learned about that you can
10 essentially put your fact sheet through a plain
11 language translator almost and it catches some of
12 these -- yeah, the legalese, essentially.
13 We were talking to New Jersey who had just
14 used it and said they run all their outreach material
15 through this app to try to essentially make it more
16 readable, undo all of the professional training that
17 has muddied our --
18 MR. CRUZ: And this is an outreach question.
19 When you do the FAQs, how is that made aware to the
20 general public? You know, just using an example, the
21 new FAQs that came out for the Paid Leave for All
22 Workers Act, I've just been interacting with -- Jason,
23 you said FAQs came out on the Paid Leave for All
24 Workers Act and I had no idea and I don't think

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1 anybody, even practicing lawyers had any idea about
2 that proves the outreach -- Those FAQs are drafted in
3 such a good way that it's -- you know, because that's
4 generally the questions you're getting at, right, it's
5 plain language, it's not Scott Cruz the lawyer
6 drafting it, it's, hey, what about if this happens and
7 you have a good answer. Is there a way to -- The
8 question is, how is that made available in terms of
9 letting the public know that, hey, we've just drafted
10 FAQs for One Day Rest in Seven Act, Paid Leave for All
11 Workers Act, the Illinois Equal Pay Act? How is that
12 made available for us as the general public?
13 MS. FLANAGAN: I mean, it's not blasted out
14 particularly, right? Like, think of a brand-new,
15 like, Instagram account, but that's as of, like, a
16 month ago, right?
17 MS. GUERRERO: We don't have an Instagram.
18 MS. FLANAGAN: The government is not
19 traditionally good at this and this is something we
20 are really looking to expand upon.
21 MS. GUERRERO: One of the things that I've also
22 been focusing on is, I think a newsletter would be
23 great. So some of the people on my team right now,
24 we've been looking at what are other agencies putting

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1 on their newsletters, what are, like, common things.
2 But I think this newsletter, particularly with paid
3 leave, we're full speed ahead in sharing this
4 information, we're able to say, hey, go on our web
5 site, blast it out to, like -- (inaudible) -- hand it
6 out, sign up for our newsletter here, we'll put it in
7 your inbox. We're looking at ways to text it out. So
8 I'm working on it. But yeah, that's something that I
9 was, like, I think this would be a great way to be
10 able to share information that's up and coming.
11 MS. FLANAGAN: And you're right, if we had a
12 newsletter and part of it -- you know, some of the
13 updates in the newsletter could be, you know, new FAQs
14 on this law available here, new explainer video,
15 right -- this is another thing we're working on,
16 explainer video -- how do you file a claim or, you
17 know, available here, that just, sort of, just cadence
18 because we don't have the staff to -- like, we have a
19 limited ability to do this outreach at the moment.
20 MS. ELLENS: We can re-share that information for
21 you and we've got to get you closer, we can also
22 re-share.
23 (Audio difficulties.)
24 THE COURT REPORTER: Excuse me. I didn't hear

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1 anything.
2 MR. KELLER: Okay. I'm sorry. I just said one
3 of the issues that we had when we implemented the
4 Equal Pay Act was that we didn't have contact
5 information and so that's one of our -- is notifying
6 if there is laws applied to them. I know one of the
7 things that Elizabeth has worked on is --
8 (inaudible) -- building out communication to labor
9 organizations. Many of these groups -- (Inaudible.)
10 So any help in doing that --
11 MS. MONETTI: Is there any way of getting that
12 information from another -- (inaudible) -- and sharing
13 that information?
14 MR. KELLER: I don't know.
15 MS. KOEPPPEL: When you're talking about purely,
16 like, publishing new compliance information, you know,
17 here's, you know, compliance information you may need
18 to know, do you feel that there are other government
19 agencies that are doing it well that we can look to as
20 a model?
21 MR. CRUZ: Well, the National Labor Relations
22 Board seems to be sending something out every other
23 day and not favorable to my clients, but certainly,
24 you know, they are. But, again, they're a larger

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1 organization, right, they've got greater staff. So I
2 think I look to them because I see those notices,
3 OSHA -- federal OSHA, right, I get notices there.
4 But, again, that's a staffing thing, I certainly
5 understand that IDOL is understaffed. So I'd imagine
6 NLRB and OSHA have a much larger staff probably
7 dedicated to that and other -- you know, they have
8 other social channels, right, a Facebook page, an
9 Instagram page, probably Twitter account, right.
10 So, again, those are the larger federal
11 organizations that have the ability to -- and
12 resources to send out a lot more information. But
13 yeah, no, I appreciate. Thank you for letting me know
14 that. You know, for my clients and for me that I'm
15 pretty active on social media, you know, right when
16 Jason said, hey, there's FAQs, I posted it right on
17 LinkedIn to my network and said, hey, important
18 update, FAQs Paid Leave for All Workers Act. I think
19 that's, like, incumbent on all of us here because we
20 all are strategic partners with US- and IDOL to get
21 the word out to employers and employees.
22 MS. FLANAGAN: I would just say on the workers
23 side, one of the things we did in the FARE Grant is
24 one of our community partners is the YMCA -- YMCA.

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1 Thank you. That is in part because, you know, while
2 Sophia represents a network of worker centers up here,
3 there aren't necessarily worker centers out in there
4 in the -- there aren't networks of nonprofit
5 organizations dedicated solely to representing workers
6 and so I think some of -- there are some, but some of
7 what we also have to think about is how we build
8 community partnership in other parts of the State and
9 think about who are organizations that are interested
10 in the interest of low-wage workers even if they don't
11 define themselves as solely for that purpose and what
12 are ways to, kind of, get the word out. That, I would
13 say has been a goal of the Department and has been a
14 challenge is who should we be reaching in other parts
15 of the State that are not -- not representing
16 organized labor, but -- and not representing larger
17 employers because at least I think we have some tools
18 to reach those folks, but really small business and
19 non-represented workers, right, low-wage non-organized
20 workers.
21 So just throw it out. I don't think we're
22 going to solve that challenge, but it is a challenge
23 that I would welcome all of your partnerships on
24 because I think those are groups that we really need

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1 to reach and are challenged.
2 MS. BROWN: This is Stacey. I advocate
3 strenuously and I'll piggy-back on the previous
4 comments about social media. You know, these days
5 most news is consumed, unfortunately, on places like
6 TikTok and Instagram much to my chagrin, but it's a
7 fact and they look at videos that last less than
8 30 seconds and text that is 133 characters, whatever
9 the number is or less, so if there's away that the
10 updates could be pushed out very, very quickly, very
11 rapidly, I found tremendous success from a corporate
12 perspective in communicating that way to all of our
13 front-line employees because that's -- you know,
14 people, unfortunately, live just with this and that's
15 how they get most of their news. So I don't believe
16 it requires a large staffing effort or a large
17 dedication of time, you know, quick five minutes on a
18 tweet and then you can link it to all the LinkedIn's
19 and Instagrams of the world. It can be very effective
20 to even your previous point about communicating to the
21 non-organized downstate more rural areas and, you
22 know, geofencing can get us to different zip codes
23 that perhaps otherwise we wouldn't reach. So that's
24 something in my opinion we should explore.

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1 MS. FLANAGAN: Thank you. That's helpful.
2 MS. ZAMAN: One plug I'd like to offer which I
3 was actually quite surprised by is someone who was
4 raised in a generation of Internet is that a majority
5 of our members when we think about folks who typically
6 don't come forward to claim their rights or know their
7 rights, a lot of folks access information over their
8 radio particularly in communicating to work, Spanish
9 radio, and we've had a lot of success when, you know,
10 pushing out our communication efforts across the State
11 downstate over the radio. We've had more success than
12 social media so you might consider that as a
13 complementary strategy to social media as well.
14 MS. MONETTI: It's a big one. It's a way for you
15 to get, you know, farmers. Farmers aren't lawyers,
16 you know. They listen to that farm news.
17 MS. FLANAGAN: So it sounds to me, like,
18 certainly kind of incorporating pretty regularly a
19 legislative in rule-making, kind of, implementation
20 updates, some outreach, partner -- community
21 partnership building. Updates and strategy sessions
22 are clearly two things that I think we could be
23 tackling, sort of, as regular business in this.
24 I'll pause if anyone has anything they want

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1 to add. I think we're getting close to time. I don't
2 want to force us to wrap up, but I also want you to
3 start to feel free to, like, continue thinking about
4 this conversation and let's open -- You know, we can
5 certainly be -- We'll follow up this next meeting with
6 a bunch of follow-up information, but also you should
7 feel free to follow up this meeting with thoughts,
8 ideas, topics, you know, areas of focus. It shouldn't
9 be that we only meet quarterly and there's no
10 communication in between.

11 MS. MONETTI: So I think that I would add is when
12 people come to us and they want us to find out
13 information or they want us to bring it to the Board,
14 there has to be some kind of procedure in there, go to
15 the president or chair or go to the staff, you know.
16 How is that going to be handled? You know, that needs
17 to go before the meeting so that then we know what
18 issues we are going to be discussing actually at the
19 meeting. We have to have some way of handling it.

20 MR. AVALOS: We have to post 48 hours before any
21 meeting.

22 MS. FLANAGAN: Yes.

23 MR. AVALOS: If we're just kind of spitballing
24 here, you listed the four divisions. I mean, one of

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1 them I didn't even know, Department of Labor, maybe
2 each order has one of the departments, kind of, report
3 on and, kind of, get more ideas on what they're
4 working on day-to-day.

5 MS. FLANAGAN: Absolutely. That's a great idea.
6 I mean, we played with do we bring division staff in
7 for this meeting or not and it seemed like this is
8 just a preliminary, like, set the rules, get to know
9 each other. But yes, let's bring in the --
10 (Audio difficulties.)

11 THE COURT REPORTER: Okay. We didn't hear
12 anything you just said.

13 MS. FLANAGAN: The question is, is there ever any
14 conversation about expanding divisions, moving them or
15 moving them to other agencies. I think I accurately
16 captured the question. Now I'll answer.

17 MR. DREA: This is Tim Drea. You are regulatory
18 agents, correct? I mean -- and the OSHA, the daily
19 wage, wage and hours and so I think what you were
20 talking about, it's all -- In Illinois, we're a little
21 bit different compared to other states where there's
22 more core development departments; and in Illinois,
23 it's already kind of spread out, we have IDES, we have
24 workers' comp, we have job training at -- so we are

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1 not in favor of parcelling out the Illinois Department
2 of Labor any more than what it already is because
3 there's -- there's already too many doors to knock on.
4 I wish I could take everything -- (inaudible) -- but
5 we can't. I understand what you're saying, that there
6 are perhaps -- (Inaudible.)
7 (Audible difficulties.)

8 MS. FLANAGAN: I mean, I think there have been at
9 times conversations -- cyclical conversations, right,
10 and my understanding is historically at points -- you
11 know, for example, workforce programming has lived in
12 the Department of Employment, at times it has looked
13 in the Department of Commerce and Economic
14 Opportunity. So certainly there are statutory changes
15 that get made to departments and divisions. Those are
16 usually made above our pay grade here at the
17 departments.

18 And, right, to your point, Tim, like, when
19 I was counsel to the Maryland Department of Labor, we
20 had a secretary, we had what would essentially have
21 been DOL, we also had unemployment insurance, some
22 professional regulations and occupational safety and
23 health all within one department. So it really was
24 just like -- There are different configurations.

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1 Certainly, if that was something the Board wanted to
2 take on, that would be entirely within your ability
3 and purview to think about what makes sense. But I
4 think that would be something you would have to drive
5 as opposed to us driving it.

6 MR. CRUZ: Me again. How feasible would it be
7 for us potentially to -- I think it would be great if
8 Governor Pritzker came to one of our meetings and he
9 knows what's going on or at least have we heard from
10 him in terms of what his thoughts are in terms of
11 labor so we just have an understanding? Is that --
12 You know, maybe one meeting for -- And, again, I don't
13 know how that would happen, but I think just based on
14 since he's the one ultimately signing the different
15 bills and acts, but also just to hear what his -- you
16 know, what's on his mind in terms of for the Board but
17 also maybe just in general. But again, I don't know
18 how that would happen.

19 MS. FLANAGAN: We can ask. It's a good point.
20 So we could certainly ask the governor and we could
21 also ask -- Like, we could have experts or special
22 guests come in, right.

23 MR. DREA: Not the governor, but maybe a paid
24 person can be invited to this meeting. And I have to

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1 say, I've been around a little bit, and this Board --
 2 certainly I don't know when it was enacted in the
 3 State, but it has just, kind of, gone by the wayside
 4 in previous administrations; and say I administration,
 5 I'm not blaming the preceding administration, it was
 6 even before that, the Board was. So I really
 7 appreciate the governor, the deputy governor doing
 8 what they're doing to reconstitute this Board and we
 9 start moving forward. I mean, as a director -- or I
 10 know, 10, 15 -- Jason, as director of the AFL, do --
 11 you -- I don't recall -- I've been there 15 years, you
 12 were there 15 or 20 and I don't recall the Department
 13 of Labor Advisory report ever being on the --
 14 (inaudible) -- so just for the governor or the deputy
 15 governor, the director to reconstitute this Board
 16 speaks volumes.

17 MS. FLANAGAN: We found some minutes from a
 18 meeting, at least, in the Quinn administration, but --

19 MR. DREA: Those minutes were --

20 MS. FLANAGAN: Yeah, right. I just want to open
 21 it up again. Other topics or thoughts that anyone
 22 wants to add before we close out? Any other thoughts
 23 or comments here before we close out?

24 MR. KELLER: Actual items for the Board would be

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1 to make sure we have -- (inaudible) -- just make sure
 2 we have a chairperson and then also to --

3 MS. FLANAGAN: And a recorder, but not secretary
 4 term we're using, a keeper of the minutes and we will
 5 also circulate some sample bylaws, proposed bylaws.
 6 We'll just pull them from other advisory boards. You
 7 all can review them, opine on them, be ready to vote
 8 on them. And we will also -- I think maybe after
 9 this, we can put together, kind of, some sample agenda
 10 items and topics for the Board to consider at the next
 11 meeting and feel free to provide input on that. And
 12 once we have a chair, the chair can actually then
 13 establish that agenda.

14 MS. KOEPEL: Once that information is --

15 MS. FLANAGAN: Maybe -- You have been our point
 16 of contact, let's make Elizabeth our point of contact
 17 now on the DOL side, Lucky Elizabeth.

18 MS. KOEPEL: Should we have adjourn --

19 MS. FLANAGAN: For those of you on the call what
 20 was just stated is that Anna Koepfel will send
 21 information about training to all the Board members.

22 Okay. Motion to adjourn?

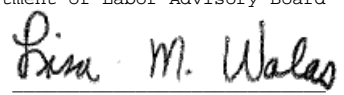

23 MR. FOX: Second.

24

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1 MS. FLANAGAN: This first meeting of the Labor
 2 Advisory Board is now adjourned.
 3 (Which were all the proceedings
 4 had in the above-entitled cause.)
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1 STATE OF ILLINOIS)
) SS
 2 COUNTY OF COOK)
 3
 4 Lisa M. Walas, being first duly sworn, on
 5 oath says that she is a Certified Shorthand Reporter
 6 doing business in the City of Chicago, County of Cook
 7 and the State of Illinois;
 8 That she reported in shorthand the
 9 proceedings had at the foregoing Illinois Department
 10 of Labor Advisory Board Meeting;
 11 And that the foregoing is a true and correct
 12 transcript of her shorthand notes so taken as
 13 aforesaid and contains all the proceedings had at the
 14 said Illinois Department of Labor Advisory Board
 15 Meeting.
 16
 17 
 18 LISA M. WALAS, CSR
 19
 20 C.S.R. No. 084-003787
 21
 22 SUBSCRIBED AND SWORN TO
 23 before me this 14th day of
 24 July A.D., 2023.
 25
 26 
 27 _____
 28 NOTARY PUBLIC

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