

IDOL Labor Advisory Draft Board Minutes
11/12/24

Meeting Called to Order at 12:03pm

Roll Call

- Anthony Alfano – *virtual*
- Alec Laird – *virtual*
- Cherita Ellens – in person
- Jerry Womick – in person
- Karen Harris - *virtual*
- Mike Newman - *virtual*
- Pam Monetti – in person
- Marisa Richards - *virtual*
- Steven Avalos - *virtual*
- Scott Cruz – *virtual*
- Stacy Brown – not present
- Tim Drea – in person
- Sophia Zaman – virtual
- Quorum not established

Review & Adopt Minutes

- Motion to adopt minutes made by Tim Drea
 - Seconded by Pam Monetti
 - Motion carries

Presentations

- Department Updates
 - Election Response
 - By and large state laws are separate from federal, and IDOL funded by general revenue funds
 - Not much is different than it was 2 weeks ago
 - Previously researched effect of federal challenges to state law
 - Esp in the case where our state law relies on federal law
 - Illinois OSHA program may see cuts
 - Enforcement is 50% federally funded
 - Faced cuts last year and anticipate future cuts (~12% overall shortfall)
 - In touch with the Governor's office and general assembly to identify funding to sustain staffing levels
 - Right to Privacy in Work Act
 - Recently issued FAQ on how Act relates to E-verify
 - Demystify the belief that employers can no longer utilize e-verify
 - Anticipated impact to e-verify?

- We previously passed amendments to clarify use of no-match letters
 - Employers will continue to use it and employees will continue to have rights on responding
- Amusement Safety Division
 - Recently reached settlement involving trampoline parks where stop orders had been issued; settlement includes monitoring penalties
- Recently issued notices of violations of the Prevailing Wage Act
- Doms/Foxtrot
 - Recently closed businesses abruptly violating the WARN Act
 - When IDOL issued notice, companies filed for bankruptcy
 - Collaborating with OAG on bankruptcy claims for workers
- Mediation Unit Introduction and Update
- Salary Transparency Act Implementation Update
 - Received over 300 complaints, 69 in open investigation
 - Significant portions of complaints come from healthcare industry, retail, and restaurants (including part-time employees not receiving any leave, lack of recordkeeping, or request denials)
 - Hiring new conciliator bring up capacity to field complaints and have a more balanced workload
 - Consider reaching out to Nursing Home Association or Chambers of Commerce where we're seeing repeat offenders
 - Hospital employers need more information about how local, county, and state paid leave laws interact, especially in light of the upcoming holidays
 - Upcoming employer webinar on November 21
 - Normally provide presentations every third Thursday of the month
 - Cook County Commission on Human Rights put together a chart that IDOL will post to their website (but can refer people to the CCHR website)

Board Discussion

- Implementation and Enforcement Updates
 - PLFAW
 - Equal Pay Employer Compliance
 - Entered inter-governmental agreement with Uofl to identify trends and monitor compliance
 - First report from Uofl identified mechanisms to improve registration process
 - So far have collected \$25,000 in non-compliance fees
- Additional Questions
 - When will IDOL issue additional regs on the Right to Privacy in the Workplace Act?

- Not currently a top priority
 - Currently have other legislation in the queue
- 2025 LAB Terms
 - All Board members terms will expire in January
 - If board members would like to be reappointed, let Director Flanagan know by Friday
 - Director Flanagan will circulate the application for board renewal
 - Will have to re-do ethics and anti-sexual harassment training
- 2025 Meeting Cadence & Scheduling
 - Q1 Location & Host
 - Proposal to stick with the 2nd Tuesday of the month at the top of the quarter
 - Feb 11 – in Chicago
 - May 13 – location TBD
 - August 12 – in Springfield
 - Nov 11- location TBD
 - From 12-2

Public Comment

Adjournment

Meeting adjourns at 12:58 pm