

IDOL Labor Advisory Board Meeting
Monday, March 17, 2025
1:00-3:00pm

I. Meeting called to order at 1:02pm

- a. Anthony Alfano chairing the meeting

II. Roll Call –

- a. Cherita Ellens – not present
- b. Sophia Zaman – Virtual
- c. Alec Laird - Virtual
- d. Scott Cruz – In person
- e. Mike Newman – In person
- f. Pam Monetti - Virtual
- g. Marisa Richards – not present
- h. Anthony Alfano – in person
- i. Steven Avalos – in person
- j. Karen Harris – virtual
- k. Jerry Womick – virtual
- l. Stacey Brown – not present
- m. Frances Orenic – in person
- n. Quorum not established

III. Review and Adopt Minutes

- a. Adopt November minutes at next meeting

IV. Introducing new and confirming returning members

- a. Frances Orenic is our newest member, replacing Tim Drea
- b. Stacey Brown is not seeking reappointment so one seat is unfilled

V. Presentations

- a. Federal funding impacts
 - i. Senate budget appropriations pending
 - ii. Budget ask is mostly maintenance with a slight increase for OSHA to maintain staffing
 - iii. Total budget ask from general revenue is \$14.3M
 - iv. Total agency budget is \$26.4M
- b. Data Initiatives at the Department
 - i. Presented by Chief Data Officer Kimberly Flesch
 - 1. Purpose of role is to pull data related to open, ongoing, and pending cases
 - 2. Also assists with responding to FOIA requests
 - 3. Tracks monthly performance metrics
 - 4. Supports with gathering reporting data
 - ii. Successes in efficiencies
 - 1. Facilitates wage payment collections to workers
 - 2. Established data dashboards to pull real-time metrics results

- a. Includes WPCA & MWOT claims received by race, primary language, county
 - b. Data is available to outreach team
 - c. Do not currently collect demographic data by employers
- 3. Equal Pay Registration Certification shows pending submissions, count of businesses with approved certificates by month, etc.
- 4. Does data collection support budget ask to ILGA? (*Anthony Alfano*)
 - a. Dashboards allow IDOL to pull accurate data that strengthens real-time understanding of trends
- 5. Additional data beyond wage claims
 - a. Family Bereavement – less than 10 complaints
 - b. Paid Leave for All Workers – close to 500 complaints
- 6. Would it be possible to gather employer/industry demographic data to focus enforcement efforts (*Scott Cruz*)
 - a. Paid leave complaint form already asks for employer industry
 - b. Director Flanagan – ideally we need a shared understanding of industry descriptions
- c. Salary transparency implementation
 - i. As of January 1, 2025, Equal Pay Act requires employers of 15+ to include pay and benefit information on job postings
 - ii. Amy Snierston charged with managing new Equal Pay Unit
 - 1. In 2024 received 50 complaints
 - 2. Facilitates ~4600+ employer certifications
 - iii. Enforcement of the Act is complaint-driven
 - 1. Complaint process includes review for jurisdiction, log of complaint
 - 2. Complaints can be filed up to one year after the alleged violation
 - iv. Since January 01, 2025
 - 1. 540 complaints filed naming 342 distinct employers
 - a. ~60 were dismissed for lack of jurisdiction
 - 2. 77 initial voluntary resolution offer letters sent out
 - a. 147 cases resolved
 - 3. 11 Notices of investigation or document requests sent out
 - v. IDOL currently drafting rules for the Act
 - 1. *Scott Cruz* - If the employer has already done the internal assessment and determines no one currently has the qualifications for promotion, can a caveat be clarified in rulemaking to allow for not posting internally, just externally

- a. Amy - The Act already states all employees for all job opportunities
 - d. Outreach and community engagement
 - i. Elizabeth Guerrero has been in touch with the Mexican, El Salvador and Polish consulates to encourage individuals to know the role of the IDOL in enforcing workers' rights
 - ii. Have also made progress in connecting with rural organizations for worker/employer presentations
 - iii. In conversations with IDHR, DCEO, and others about maximizing outreach opportunities (eg. shared lit)
 - e. Uof I Equal Pay Data Analysis
 - i. Next report filed on April 30
 - ii. Identifying success stories for employer best practices
 - iii. Additionally seeking downstate data sets to compare to Cook County
 - f. Additional discussion
 - i. Are any rules pending for Right to Privacy in the Workplace Act? (*Scott Cruz*)
 - 1. Anna not sure if IDOL is doing rule-making and will get back
- VI. Board Discussion
 - a. Preparation for Next meeting
 - i. June meeting focused on elections
 - 1. Nominations made no later than 7 days before the meeting sent to the chair or secretary via email
 - 2. Can ask for open nominations in the meeting
 - 3. Terms are set at 2-years
 - 4. Requires in-person quorum (7 individuals)
 - 5. May consider bylaws amendments
 - ii. Bylaws
 - 1. Made need amendment clarifying 2-year terms from the time of election
 - 2. May consider amending requirements for in-person/virtual attendance
 - iii. Adopt the schedule for the year
 - b. Next meeting tentatively scheduled for June 10
 - i. Elizabeth will send a Doodle for the remainder of the year with a preference for location
- VII. Public Comment
 - a. No public comment
- VIII. Adjournment
 - a. Meeting adjourns at 2:15pm
 - i. Motion introduced by Scott Cruz
 - ii. Seconded by Mike Newman