

Illinois Department of Labor
Labor Advisory Board
Draft Minutes for December 11, 2025

Meeting called to order at 10:02AM

1. Roll Call

Virtual:

Anthony Alfano
Steven Avalos
Scott Cruz
Cherita Ellens
Pam Monetti
Frances Orenic

Not Present:

Mark Biel
Alec Laird
Mike Newman
Marisa Richards
Jerry Womick
Sophia Zaman

Also Present:

Director Flanagan
Deborah Baker
Elizabeth Guerrero
Lydia Colunga-Merchant
Jason Keller
Anna Koeppel
Paul Cicchini
Margaret Decker
Tingting Zhang (University of Illinois School of Labor and Employment Relations)

2. Jason Keller noted quorum is established with seven members present
3. Review & Adoption of September Minutes -no discussion or corrections
 - a. Motion to adopt by Pam Monetti, Second by Anthony Alfano
4. IDOL Presentations
 - a. Wage Claims Triage Pilot
 - i. Director Jane Flanagan shared that the Chicago office moved to 115 S LaSalle in mid-November
 - ii. Director Jane Flanagan provided an update on the Wage Claims Triage Pilot
 1. Pilot is underway

2. Ongoing effort to deal with volume of wage claims
 3. Triage goal is to identify claims that we cannot accept such as high dollar value claims from high income wage earners
 4. We have various resources on our website: legal aid resources, sample demand letters that workers can use
 5. Most claims won't be impacted as they are not on a low- or high-end wage claims
- iii. Director Jane Flanagan also shared that the complaint page has been updated to be more plain language and identify what kind of claim they should file
 1. Find a lawyer tools are also on this page
 2. Other government agency information is also on the complaint page to help folks get the help they need
- b. Legislative/Rules Update
- i. Led by Anna Koeppel, Legislative and Policy Director/Rules Coordinator at IDOL.
 - ii. Since our last meeting in September the General Assembly convened for Veto Session and they passed a few bills that will impact the department.
 1. Prevailing Wage Act: delay effective date of HB 2488 until 7/1/2026
 2. Right to Privacy in the Workplace Act: additional protections for workers
 - a. Federal Taxpayer Information SB 2339 (formerly known as E-Verify) revised in 2025 will take effect when the Governor signs it
 3. State Labor Mediation Services Program HB 3005
 - a. Will not be sent to the Governor for signature due to a drafting error. Proponents could try again in the Spring
 4. Ongoing Rulemaking Update:
 - a. Day and Temporary Labor Services Act
 - b. Illinois OSHA rule pertaining to recordkeeping requirements
 - c. Equal Pay Act rule pertaining to salary transparency in job postings.
- c. Overview of U of I Equal Pay Report Findings and Recommendations
- i. Jason Keller, Assistant Director and Amy Sneirson, Equal Pay Act Manager at IDOL introduced the work over the last few years and introduced Tingting Zhang, Ph.D., Assistant Professor, school of Labor and Employment Relations at the U of I at Urbana-Champaign who gave a summary of the findings.
 1. They reviewed data collected as part of the equal pay registration certificate program and looked for ways that IDOL

could improve our data collection and also share best practices that could be developed for businesses.

2. Tingting shared highlights from their comprehensive evaluation of the data
 - ii. Director Jane Flangan mentioned IDOL is working to implement some of the recommendations from the report, some of which are already in progress
- d. Deborah Baker, General Counsel IDOL shares that we are unable to adopt the minutes due to a lack of quorum
 - i. September minutes have not been adopted, and we will need to vote on them at the next meeting. Two sets of minutes will need to be voted on in the next meeting
- e. Outreach Update on Train the Trainer Session led by Lydia Colunga-Merchant, Leave Rights Division Manager at IDOL) and Elizabeth Guerrero (Director of External Affairs and Community Engagement)
 - i. Sessions developed for community organizations like worker center, labor advocates, nonprofit lawyers and those who may be new to these organizations on a few laws and best practices to bring complaints to IDOL, we shared scenario-based examples
 - ii. There were two sessions one in English and one in Spanish with about 20 individuals in attendance at each. We hope to organize more in the future
- f. Open Meetings Act Reminders led by Deborah Baker
 - i. We have to establish meeting dates for the next year
 - ii. Ethics Act: please take your trainings
 - iii. Communications over email: no substantive matters via email if there are majority of members on the email. It would be improper to have these conversations if no members of the public are involved
 1. Procedural emails are fine (attendance, setting dates)
5. Board Discussion
 - a. Potential dates for next year's meetings
 - i. March 4th 10AM hosted in both Chicago and Springfield w/ virtual option
 - ii. June 10th 10AM hosted in both Chicago and Springfield w/ virtual option
 - iii. September 2nd 10AM hosted in both Chicago and Springfield w/ virtual option
 - iv. December 9th 10AM virtual
6. There were no members of the public.
7. Motion to adjourn by Anthony Alfano, second by Scott Cruz at 11:25am