

Illinois Department of Labor
Labor Advisory Board
Draft Minutes for June 10, 2026

Meeting called to order at 10:04AM by Cherita Ellens

1. Roll Call

Anthony Alfano (virtual)
Steven Avalos (in person)
Mark Biel (in person)
Scott Cruz (in person)
Cherita Ellens (virtual)
Beverly Alfon (in person)
Alec Laird (virtual)
Mike Newman (in person)
Frances Orenic (in person)
Marisa Richards (virtual)

Not Present:

Pam Monetti
Jerry Womick
Sophia Zaman

Also Present from the Department:

Director Jane Flanagan
Margaret Decker
Deborah Baker
Elizabeth Guerrero
Jason Keller
Paul Cicchini
Sarah Doerr
Craig Colbrook
Lydia Colunga-Merchant

2. Quorum is established- 10 members present
3. Review & Adoption of March Minutes -no discussion or corrections
 - a. Motion to adopt by Scott Cruz, second by Mark Biel
 - b. All members present in favor to adopt the minutes from the March 2026 meeting
4. IDOL Presentations
 - a. Director's Update
 - Director Jane Flanagan introduced two mentees with the Girls Lead Program and our Summer Outreach Intern joining the meeting today

- Director Flanagan gave a little background on Open Meetings Act procedures & requirements for agendas, recordings, and minutes for interns/mentees
- Case Management System Modernization is on schedule. Margaret Decker will discuss more later in the agenda
- Mediation and Informal Resolution Pilot:
 - 2025: 653 informal resolutions completed
 - Formal mediations so far in the year: ~30
 - Resolution rate: 75%
 - Pilot focused on small, straightforward wage claims
- Human Trafficking Detection & Prevention Initiative
 - IDOL working with DHS, State Police, and others
 - Trainings held statewide
 - Labor trafficking focus for IDOL inspectors, including carnival/amusement
 - Statewide conference happened in May
- Budget Update
 - Slight increase from last fiscal year
 - Headcount authorization increased by 10, to 153
- Labor Mediation Services Program Update
 - Federal FMCS remains operational
 - State legislation to create a state mediation service was included in a labor omnibus bill but did not pass
 - Will likely resurface in fall legislative session
- Illinois Minimum Wage Law Interpretation
 - Johnson v. Amazon - IL Supreme Court rejected federal “portal-to-portal” exemptions
 - Pre-shift COVID screening time is compensated under IL law
 - In IDOL’s view this decision is consistent with existing regulation, not a change
- HB 1189 – Federally Funded Public Works
 - Where federal Davis-Bacon rates and Illinois prevailing wage rates differ, the higher rate applies
 - Only for classifications that exist at both levels
 - Reporting to IDOL required when state rate is higher

b. Legislative Update

- Led by Sarah Doerr, Legislative Liaison
 - Session concluded June 1 at 4:30 AM
 - 143 bills tracked | 25 passed
 - Key Bills Passed

1. FY27 Budget (HB111) – awaiting signature
2. HB2949 – equal pay data sharing for enforcement
3. HB4758 – driver's license restrictions on hiring; effective Jan 1, 2027
4. HB5090 – Transportation Network Driver Labor Relations Act
5. SB3967 – CNA wage scale enforcement for nursing homes
6. SB3183 / HB4725 – enhances AG authority for labor law enforcement
- Bills Expected to Return
 1. Workplace Extreme Temperature Safety Act
 2. Labor omnibus bill (SB3393)
 3. Annual workforce management policy reporting requirements
- Rulemaking Updates
 1. DTLA rules published May 15
 2. Equal Pay Act rules awaiting final filing
 3. Benefits portion of DTLA rules delayed pending litigation; draft expected this summer

Division Updates

c. Leave Rights Division

- Led by Lydia Colunga-Merchant, Leave Rights Division Manager
- Expanded enforcement of VESSA
- New webinars and FAQs available
- Outreach to employers encouraged for NICU Leave Act effective June 1st. NICU Leave provides 10–20 unpaid days depending on employer size. Works alongside FMLA
- Division doubled in size; major progress in case backlog
- Recent press release highlighted successful resolutions

d. Wage Transparency & Construction Compliance (WTCC)

- Led by Craig Colbrook, WTCC Division Manager
- Annual prevailing wage survey underway; new rates effective July 15
- Construction season complaints increasing
- Employment of Illinois Workers on Public Works Act triggered (unemployment >5%)
- Requires 90% Illinois resident workforce on state-funded public works
- Focus on compliance over enforcement
- Guidance and outreach ongoing
- HB2488 apprenticeship standards effective July 1: Apprentices may be paid lower base wage but must receive equal fringe benefits

e. Case Management System Update

- Led by Margaret Decker, IDOL Chief of Staff
- Unified portal for claims and employer interaction
- Enhanced administrative hearing management
- Target implementation: early fall

5. Board Discussion

a. Guidance on calculating “Equivalent Benefits”:

- Difficulty determining consistent calculation method
- Draft rules expected this summer
- Board encouraged to submit written feedback during comment period

b. Officer Elections

- Bylaws allow nominations to be submitted to Chair or Secretary at least 7 days before the next meeting
- Election may occur at next meeting (September 2)
- Chair Ellens open to renomination; Secretary Zaman’s availability to be confirmed

6. There were no members of the public. No public comment received.

7. Motion to adjourn by Mike Newman, second by Frances Orenic at 11:17am.