

Illinois Department of Labor
Labor Advisory Board
Draft Minutes for June 12, 2025

Meeting called to order at 1:03pm

1. Roll Call

In Person

Anthony Alfano
Scott Cruz
Mark Biel
Cherita Ellens
Mike Neuman
Frances Orenic
Marisa Richards
Jerry Womick
Sophia Zaman

Virtual:

Steven Avalos
Alec Laird

Not Present:

Karen Harris
Pam Monetti

Also Present:

Director Flanagan
Deborah Baker

2. Board Elections

Nominations

- o Cherita Ellens for Chair and Sophia Zaman for Secretary
- By affirmative vote, Cherita and Sophia are re-elected as Chair and Secretary

3. Key Revisions:

- (1) Quorum – compliant with the Open Meetings Act, a quorum could be established by virtual and in-person attendance
 - a. Cherita: is there a need to further clarify that a person attending virtually may have the same full participant voting rights as in-person members
 - i. Addressed by Article 8 section 4
- (2) Officers – clarifies election process, officer terms
- (3) Article 8, 10 – hybrid meetings also allow for members of the public to attend virtually to provide public comment

(4) Supplemental Statement of Economic Interest:

- a. Mike Newman clarifies that the supplemental statement is not required by statute, but by Executive Order; as a representative of state employees, clarifies that there are elements of the form ask invasive/personal questions
 - i. Deborah Baker – clarifies that it's a requirement to ask for the form
 - ii. We will strike the language re: the Statement of Supplemental Economic Interest

(5) Article XII

- a. Clarifies that bylaws must be provided in advance by 10 days
- b. Cherita: bylaws can be reviewed and amended if necessary at the annual meeting in June
- c. The board will vote to adopt changes at the next meeting
 - i. Via the Open Meetings Act, we will host two simultaneous meetings at the IDOL Chicago and Springfield offices

(6) Review & Adopt Minutes

- a. Anthony Alfano makes a motion to adopt the minutes
 - i. Seconded by Jerry Womick

(7) IDOL Presentations

- a. Legislative Update
 - i. SB1976 – Worker Rights & Worker Safety Act
 - 1. Establishes that if the federal government rolls back wage & hour or occupational safety & health standards
 - 2. Scott Cruz: hypothetically, could the state of Illinois go beyond the existing overtime salary threshold
 - a. Director Flanagan: the state already has the ability to amend the threshold with or without the bill
 - b. IDOL would be charged with rulemaking
 - ii. SB2164 – Wage Payment & Collections D&Os
 - 1. Establishes that an ALJ judgement is enforceable without having to be converted to a civil judgement
 - 2. There is a wait period that would allow the employer to appeal the judgement and 35 days to request administrative review
 - 3. These cases represent IDOL's highest volume of cases, the purpose is to streamline the enforcement process
 - iii. Prevailing Wage Act Amendments
 - 1. SB 344 – CCTV sewer inspections are covered work; establishes penalties owed to IDOL to go into the Employee Classification Fund for administration & enforcement
 - 2. SB 189 – establishes that public works projects are subject to Davis Bacon Act
 - 3. SB 2493 – broadband projects subject to PWA
 - iv. Other
 - 1. HB2978 – unpaid leave for parents with babies in the NICU; takes effect on 1/1/26

2. SB67.- NALA Penalty Discretion; Would grant IDOL discretion in determining penalty amounts under the Nurse Agency Licensing Act
3. HB1278 – Victims Economic Security & Safety Act – establishes that employers may not penalize employees who use a work-issued electronic device to document an act of violence against them
- v. Human Trafficking Agency Cooperation
 1. SB 2323 – IDOL will work together with other state agencies in situations where there may be human trafficking in a way that’s human-centered and trauma informed
- vi. Rulemaking for Salary Transparency
 1. As of yesterday, received pre-drafts, and hope to file soon x
- vii. IDTLA
 1. Scott Cruz: recent court decision says benefits provision is not federally pre-empted; can IDOL provide further clarification in rulemaking; was a very confusion section for affiliates
 2. Director Flanagan: in conversation with OAG regarding what this means for the litigation
 3. Anna Koeppel: filed proposed rules at the end of May; public comments close on July 7; drafted before this decision and do not address the benefits clause;
 4. Mark Biel: do the rules address the definition of “comparable”?
 - a. Anna: addressed statutorily; can use the lowest paid hourly worker who has the same seniority
- b. IL OSHA Presentation (Erik Kambarian)
 - i. Employer Consultation On-site safety
 1. Enforcement focused on private sector, high-hazard, small employers;
 - a. Small employers are considered 250 or less total employees
 - b. Worksafe.illinois.gov
 - c. Partners with companies to provide safety compliance consulting for free
 2. IN most recent audit, no new recommendations
 3. Currently has 31 SHARP affiliates; certification process for health and safety standards
 4. Since Oct 1, 200 on-site visits, 30 in construction
 - a. Identified 500 hazards that could have resulted in serious injuries
 5. OSHA-enforcement action can result if a consultant finds a serious hazard and is not addressed within 90 days
 - a. Scope of services determined by employer

ii. Enforcement

1. Limited to state & local government sector
2. 8500 units of government; 750,000 public employees
3. Applied for full OSHA certification; hoping to finish certification this year
4. Last audit had 0 findings
5. 65% of inspections are programmed ;
6. 17% of inspections with a no-violation order
 - a. Usually finding some kind of violation of the IL OSHA Act
7. Creates statewide incident report for potentially impacted workers

iii. Discussion:

1. Cherita Ellens: what changes are you anticipating to your work given changes at the federal level?
 - a. Consult program is majority funded by the federal
 - b. Enforcement is funded 50/50%
 - c. Experienced a 4% reduction in the last fiscal year
2. Fiscal year starts over on October 1, 2025
3. FY26 IL Budget
 - a. IDOL was level funded, did receive a slight bump in allocation for OSHA to make up for the 4% cut in FY25
 - b. Budgeted headcount is at 145 employees
 - i. Currently at 120/121 employees
 - c. IDOL streamlining administrative burden between departments
4. IDOL will send consultation agreement template for employers
- 5.

(8) Board Discussion

- a. Tuesday September 9, 10-12pm in Springfield & Chicago
- b. Wednesday December 10, 9-11am, Chicago

(9) Adjournment at 2:35pm