

Illinois Department of Labor
Labor Advisory Board
Draft Minutes for September 9, 2025

Meeting called to order at 10:05am

1. Roll Call

In Person

Anthony Alfano
Scott Cruz
Mark Biel
Cherita Ellens
Alec Laird
Pam Monetti
Mike Newman
Frances Orenic

Virtual:

Steven Avalos
Marisa Richards
Jerry Womick
Sophia Zaman

Not Present:

Also Present:

Director Flanagan
Deborah Baker
Elizabeth Guerrero
Lydia Colunga-Merchant
Jason Keller
Anna Koeppel
Paul Cicchini

2. Review and Adopt Bylaws as Amended, led by General Counsel Deborah Baker.

Noting the Key Revisions:

- (1) Quorum – compliant with the Open Meetings Act, a quorum could be established by 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 3
- (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, this requirement was not included in Article X of the bylaws upon request
 - a. Article XII
 - b. Clarifies that any revisions to the bylaws must be provided in advance by 14 days
 - c. Cherita: bylaws can be reviewed and amended if necessary, at the annual meeting in June
 - d. Anthony Alfano made the motion to adopt the bylaws as amended, Scott Cruz seconded the motion. Approved by voice vote.

3. Review & Adoption of Minutes

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

4. IDOL Presentations

- a. Director Update
 - i. Director Jane Flanagan provided an overall update on the Department, issuance of the annual Labor Day Report
 - ii. Updated on implementation of HB 1189 requiring IDOL to enforce state prevailing rates on federal construction projects administered by a state or local public body.
 - iii. Discussed wage payment and collection decision and order law.
 - iv. UIUC Equal Pay Report
- b. Legislative/Regulatory Update
 - i. Led by Anna Koeppel, Legislative and Policy Director/Rules Coordinator at IDOL.
 - ii. Highlighted bills that have been signed by the Governor since the last Labor Advisory Board meeting, as well as previewed the upcoming veto session.
Recently signed bills:
 - 1. Workers' Rights and Worker Safety Act
 - 2. Wage Theft Administrative Orders
 - 3. Child Labor (Township Parks; Sparta Shooting Complex 1/1/26)
 - 4. Unpaid NICU Leave (6/1/26)
 - 5. NALA Penalty Discretion
 - 6. Prevailing Wage (Federal Projects; Penalty for Failure to File Certified Transcript of Payroll; Penalties Kept by IDOL to Fund Enforcement; Sewers; Broadband Grants.)
 - 7. VESSA – Work-issued Devices (1/1/26)
 - 8. State Agency Human Trafficking Response Coordination

- iii. Rulemaking Update
 - 1. Ongoing: Day and Temporary Labor Services Act
 - 2. Upcoming: Illinois OSHA rule pertaining to recordkeeping requirements
 - 3. Upcoming: Equal Pay Act rule pertaining to salary transparency in job postings.
 - c. Leave Rights Presentation (led by Lydia Colunga-Merchant, Leave Rights Division Manager at IDOL)
 - i. Provided an overview of HB2978 (Family Neonatal Intensive Care Leave Act), which will go into effect on June 1, 2026 and the Leave Rights Division will be responsible for implementing and enforcing.
 - ii. Provided an update on the transition of VESSA enforcement to the Leave Rights Division from ConMed Division.
 - d. Communication Update provided by Paul Cicchini (Public Information Officer) and Elizabeth Guerrero (Director of External Affairs and Community Engagement)
 - i. Labor Day Report update provided;
 - ii. Social Media engagement;
 - iii. Website Updates, including engagement with Illinois Digital Services on the complaint page of IDOL website.
- 5. Board Discussion
 - a. December meeting date was discussed. Mike Newman and Frances Orenic stated that the IL AFL-CIO Holiday Party is set for December 10th, would make that date hard to make. A consensus was reached that Thursday, December 11th at 10am would be best time to meet next.
- 6. There were no members of the public.
- 7. Adjournment at 11:10am