

**Minutes of the Labor Advisory Board Meeting
September 26, 2023
200 West Madison
Chicago, IL**

- Director Flanagan called the meeting to order at 10:05am. Request Assistant Director Keller to call the roll.
- Anthony Alfano (in-person), with Steelworkers Union, gave introduction.
- Steven Avalos (virtual), Executive Director of Labor and Employee Relations at CVS Health.
- Stacy Brown – not present.
- Scott Cruz (in-person), Labor and Employment Attorney, with management at Greensfelder, Hempter and Gale.
- Cherita Ellens (in-person), President and CEO of Women Employed
- Karen Harris was not present.
- Alec Laird (virtual), Vice President of IRMA.
- Pam Monetti (in-person), works for only union life insurance in the country.
- Mike Newman (virtual), Executive Director of AFSCME Council 31.
- Marissa Richards (in-person), outreach and engagement for Painters District Council 30.
- Gary Womick (virtual), International Rep for Laborers International.
- Sophia Zaman (virtual) with Raise the Floor Alliance.
- Quorum established.
- Tim Drea was added to the role, in-person.

Bylaws

- Director Flanagan opened conversation about the proposed bylaws.
- Pam Monetti asked about reimbursement for travel by board members. Ganapathi Ramaswamy (Deputy General Counsel at IDOL) replied that compensation is prohibited for board members.
- Pam Monetti points to Section 8, number 10, “Library members” is questioned as to why the language is in there.
 - Director Flanagan proposes striking the word “library”. Pam Monetti agrees.
- Cherita Ellens proposes Article VI, under B. Questions that there are 2-year terms, asks if there are term limits.
- Ganapathi Ramaswamy said he would like to check statute for what it says.
- Andy Fox (General Counsel at IDOL) – Add a sentence that says there shall be no term limits? Everyone agreed that would work.
- Chairwoman Ellens asks about Article VIII, in reference to meetings that it is in the best interest that participation and attendance is needed. What does that mean? Any repercussions for not attending?
- Chairwoman Ellens points to Article VIII, number 1, she asks about the agenda and notice timeline. Questions about posting.
- Pam Monetti says it should be 48 hours.
- Director Flanagan confirms that it pursuant to the Open Meetings Act.
- Chairwoman Ellens points to Article III, we have a quorum of members must be physically present. Then in Article VIII, A, paragraph 3 – says it was amended and you can attend virtually.

- Ganapathi Ramaswamy said both can be true. Need physical attendance for quorum.
- Director Flanagan confirms that this is subject to recent Open Meetings Act guidance.
- Ganapathi Ramaswamy said we could clear it up by combining those sections together.
- Scott Cruz questions Article VIII, A, 6 – delineates reasons why members can attend virtually. Should we expand this to account for non-emergencies?
- Director Flanagan said everyone is serving at your pleasure, defers to counsel.
- Ganapathi Ramaswamy says it is subject to OMA
- Andy Fox spoke about the difference in pre-pandemic and post pandemic guidance. Said he thought the language was fine as is.
- Ganapathi Ramaswamy said that the current language would cover other emergencies. Scott Cruz concedes the language as is works for him.
- Mike Newman stated that he thought in-person meetings are much better, and he thinks board members should commit to meeting in-person.
- Steven Avalos said he agreed with Mike Newman’s statement about meeting in-person. Said he thought Scott was right, maybe we need to make changes regarding “extenuating circumstances”. A factor to consider. Recommend a family emergency or other extenuating circumstances.
- Andy Fox says it sounds like there might be a motion to add a romenette (iv) “other extenuating circumstances”. We could add that to the list.
- Steven Avalos asks if there is going to be some way for Board members to know if a quorum will be met prior to the meeting.
- Director Flanagan stated that is something the department can do.
- Chairwoman Ellens says that the bylaws say that 48 hours of advance notice must be given if a member will be attending virtually.
- Director Flanagan stated that the board can always hold back official business if a quorum is not met.
- Director asks for a motion to adopt the bylaws with the following changes:
 - Striking the word “library” from number 10 on page 5;
 - Clearing up the virtual attendance provisions with the Open Meetings Act. Section 3 of Article VIII and the third paragraph of Article VIII
 - Repercussions for non-attendance for a board member; Discussion ensued regarding repercussions. Member can’t be removed, except by the Governor. Andy Fox proposes language that says attendance is “highly encouraged and documented”. Pam Monetti says it already says it in Article VIII A. Pam Monetti suggests that IDOL look into what can be done to address absenteeism. Director Flanagan closes conversation out by saying “table it for now, you all give it some thought, and when we meet next we’ll come back on that particular suggestion”.
 - Page 4, number 6 – adding romenette (iv) for other extenuating circumstances;
 - Under Article VII, F – An officer’s term shall coincide with term on the board. Clarifying and addressing term limits and re-appointments by Governor on page 2, in B, right above article VII. There will not be term limits and the governor could re-appoint.
- Scott Cruz makes motion to adopt bylaws with the changes outlined by director, Pam Monetti seconds the motion. Motion passes by voice vote.

Nominations and Elections

- Article VII outlines nominations and elections for chair and secretary of the board.
- Director Flanagan asks for nominations for board chair.
- Scott Cruz nominates himself.
- Tim Drea reminds members that at the last meeting he wanted a neutral party, nominates Cherita Ellens as Chair.
- Scott Cruz made statement as to why he wanted to be chair.
- Cherita Ellens made statement as to why she wanted to be chair.
- Ganapathi Ramaswamy ran through procedures for voting for the chair candidate of choice.
- Voting took place.
- Director Flanagan opened nominations for Secretary.
- Chairwoman Ellens made the nomination of Sophia Zaman for Secretary.
- Sophia Zaman made statement as to why she wanted to be Secretary.
- No other nominations were made, so Sophia Zaman was elected Secretary.
- Ganapathi Ramaswamy announced that Cherita Ellens had been elected to be Chairwoman of the Board.
- Director Flanagan turned the meeting over to Chairwoman Ellens.

Minutes

- She asked for a motion to adopt the minutes from the June 21, 2023 meeting.
- Anthony Alfano made motion to adopt, Marissa Richards seconds. Motion passes. Minutes adopted.

IDOL Presentation

- Andy Fox started a presentation on the work that the department does. “Legal and Regulatory Update”.
- Part of discussion was regarding public hearing on a rule for the day and temporary labor services Act.
- Questions regarding rules were asked, but the department deferred on commenting on questions.
- Anna Koeppel said comments were being accepted on DTLSA rules through October 2nd.
- Scott Cruz asked about the JCAR (Joint Committee on Administrative Rules) process and the fact the committee objected to the department’s emergency rules.
- Anna Koeppel explained that the emergency rules are still in place, went through the process the department must follow with JCAR.
- Andy Fox said we had planned a rulemaking 101, Anna said we can set that up.
- Andy Fox went further into his presentation specifically on the DTLSA changes and right to sue.
- Andy Fox then gave a paid leave briefing on the act.
- Scott Cruz asked about the collective bargaining waiver, and how that would work.
- Andy Fox apprised the board of the upcoming training sessions for paid leave.
- Director Flanagan stated that more training are coming, specifically on worker focused strategies.
- Scott Cruz asked who to reach out to for trainings, Director Flanagan stated Elizabeth Guerrero is the point person.

Grants Update

- Director Flanagan apprised the Labor Board about a grant with DHS with ICIRR for outreach to migrants for basic labor trafficking and exploitation, child labor, training to prevent the exploitation of workers.
- Also, grant announcement of grant with US DOL Women's Bureau \$1.3 million grant with Chicago Women in Trades to build capacity with public bodies and municipalities to increase women in the building trades.
- FARE Grant just wrapped up. Fostering Access Rights and Equity with Women Employed. Chairwoman Ellens spoke to this as well, briefing the board about the grant.

Northwestern University Presentation

- Dan Galvin spoke to the board about minimum wage non-compliance in Illinois. He gave a power point presentation.
- Dan partnered with Workplace Justice Lab at Rutgers.
- Gave statistics of low-wage workers in Illinois.
- Gave statistics of minimum wage violations in Illinois.
- Jenn Round also spoke virtually and answered questions.
- Chairwoman Ellens asked if the presentation could be shared.
- Dan Galvin said yes, and could share the full report (this was done by Elizabeth Guerrero).

Outreach Events

- Elizabeth Guerrero shared the different outreach events IDOL has been conducting.
- Working with ISBE and school boards for outreach.
- Migrant shelters, working with the city and community stakeholders.
- Offers facebook live events.
- Offers to conduct outreach with members.
- Pam Monetti offers the Agriculture Industry as a good place to do outreach. Asks how IDOL is doing outreach with farmers.
- Elizabeth asks for assistance for board members and contacts. Director Flanagan states she participates in a board related to migrant farm work with partners. States there are tricky exemptions around agricultural work.
- Pam Monetti says she wants farmers owning a family farm to be aware of necessary pay.
- Pam Monetti asks if IDOL is reaching out to school districts. Elizabeth outlines that yes, outreach is being conducted.
- Chair Ellens asks about faith based community.
- Director Flanagan says we could really use help with contacts in faith based community.
- Pam Monetti asks about conventions in cities, getting in there to gain exposure.
- Chairwoman Ellens says there used to be listservs and will get back with the board.
- Director Flanagan talks about local workforce boards and other agencies to partner with them to get our materials out to the public.
- Anthony Avalos mentions the Chicago Federation of Labor and other Central Labor Councils as a resource.
- Assistant Director Keller gave an update on Equal Pay Registration outreach. And certification process.

Future Meetings

- Discussion ensued about the next meeting.
- Elizabeth Guerrerro said we should share a doodle.
- Chair Ellens said the meeting should be in December, to make sure it is quarterly.
- Scott Cruz said he could host again.
- Steven Avalos said he could host as well.
- Chair Ellens asked about the December meeting being held “here”.
- Pam Monetti asked for the meeting to start at 1pm or later.
- Tim Drea said the IL AFL-CIO would host the March meeting.
- Chair Ellens said a doodle will be sent out for the meeting in December.
- Anthony Alfano praised the department for its Labor Day Report.

Adjourn

- Meeting adjourned at 11:52am.