



# **FUTURE** *of* **WORK**

## **TASK FORCE OVERVIEW**

UPDATED JANUARY 2022



# TABLE OF CONTENTS

2	Welcome Letter
5	Contacts
6	Convening Schedule
7	Background: HB0645
10	Bylaws
11	Guiding Questions
12	Goals & Scope
13	Task Force Members
14	Meeting Agendas
19	Social Media

# FROM THE CO-CHAIRS

Illinois Future of Work Task Force Co-Chairs  
Senator Villivalam, Leader Evans, & Senator DeWitte



Dear Future of Work Commissioners,

Congratulations on being appointed to the Illinois Future of Work Task Force. The goal of the task force is to proactively plan for the future of work by simultaneously addressing the state of work and the workforce today. Over the next nine months, the task force will analyze major economic shifts, emerging technologies, and critical challenges facing employers and the workforce in Illinois, and produce a report for the General Assembly with findings and recommendations of how the state can best produce a broad based post-pandemic recovery, confront worsening crisis of poverty, economic inequality, and create good-quality jobs for all.

## Background

In May of this year, HB645, sponsored by the two of us who will also serve as co-chairs for the task force, passed the Illinois General Assembly. With the Governor's signature in July, this bill created the Illinois Future of Work Task Force. The public act creates a task force of 29 members and tasks them with meeting seven times before producing a final report based on its findings by May 1, 2022. The task force will be made up of elected officials and leaders from labor, business, and government. You can view the official list of appointees [here](#).

## Logistics

We know you are incredibly busy, and we are grateful for such a diverse and esteemed group of individuals to work with us on this critical mission. Our goal is to cap each of the seven task force meetings at a maximum of three hours. We are asking you to bring your energy, ideas, and expertise as we dig into some of the most complex challenges facing our state. Economic Security for Illinois will work alongside DCEO to support the logistics and management of the task force operations. The University of Chicago's Inclusive Economy Lab, University of Chicago's Crown School of Social Work, Policy, and Practice, and Metropolitan Planning Council will serve as academic partners supporting the task force in the production of the final report for the General Assembly as well as technical and communications support to ensure we are able to communicate our findings to the public along the way. And finally, Kady McFadden, a leader in Illinois' advocacy and policy community, will lead the management of the task force.

## Next Steps & First Meeting

In accordance with the legislation, the task force will meet monthly from September 2021 through March 2022. We will provide you with a full list of meeting dates at the first meeting. We will conduct our first meeting in person, with some subsequent meetings to be held over Zoom.

The first meeting of the Illinois Future of Work Task Force will be held on Tuesday, September 28, 2021, from 10:00 am CST to 1:00 pm CST. The location is Olive Harvey College. We will provide coffee, lunch, and all meeting materials. We will follow local COVID safety protocols, including mandatory masking inside during the meeting.

In the meantime, please do not hesitate to call me directly on my cell at 312-933-4131 or email me at [senator@senatorram.com](mailto:senator@senatorram.com) if you have any questions or concerns. You can also contact Kady with questions or [feedback](#).

We are looking forward to working alongside you to make our state economy resilient and our state safe and strong for all workers.

---

Our best,

Illinois Future of Work Task Force Co-Chairs  
Senator Ram Villivalam  
Leader Marcus Evans  
Senator Don DeWitte



# POINTS OF CONTACT

## Kady McFadden

Future of Work Task Force Manager  
Economic Security Illinois  
[kady@kadmcfadden.com](mailto:kady@kadmcfadden.com)

## Misuzu Schexnider

Future of Work Task Force Academic Partner  
Inclusive Economy Lab, University of Chicago  
[misuzums@uchicago.edu](mailto:misuzums@uchicago.edu)

## Daniel Cooper

Future of Work Task Force Academic Partner  
Metropolitan Planning Council  
[DCooper@metroplanning.org](mailto:DCooper@metroplanning.org)

## Adrian Talbott

Future of Work Task Force Academic Partner  
Crown School of Social Work, Policy, and Practice  
University of Chicago  
[atalbott@uchicago.edu](mailto:atalbott@uchicago.edu)

# CONVENING SCHEDULE



September 28, 2021

10:00am

**Overview: The Present and Future State of Work in Illinois**  
Worker Roundtable Discussion

Location: Olive Harvey College

October 25, 2021

**Creating Jobs that Sustain and Uplift**  
Business Roundtable Discussion

Location: Webex

November 30, 2021

**New Technologies and Challenges Reshaping Work**

Location: Elgin Community College

December 20, 2021

**Education, Skills and Barriers**  
Government Roundtable Discussion

Location: Webex

January 31, 2022

**Labor Benefits, Protections and Standards Enforcement**

Location: Webex

February 25, 2022

**Transportation, Logistics, Green Jobs**

Location: TBD

March 18, 2022

**Agenda Topic TBD by Task Force Members**

Location: TBD

April 15, 2022

**Optional Final Meeting: Report Review**

Location: TBD

# BACKGROUND

## HB0645

AN ACT concerning State government.

Be it enacted by the People of the State of Illinois,  
represented in the General Assembly:HB0645

Section 1. Short title. This Act may be cited as the Illinois Future of Work Act.

Section 5. Findings and declaration of policy. The General Assembly hereby finds, determines, and declares the following:

- (1) The future of work is a critically important conversation for those currently in the workforce as well as those looking to reenter or enter it as Illinois contemplates an equitable economic recovery from the coronavirus pandemic.
- (2) Policymakers at every level of government will be required to deal with the concurrent crises of the pandemic recovery, systemic inequities, and creating good-paying jobs. Policymakers must be able to anticipate the workforce policies and programs needed in the future to combat poverty, inequality, and climate change.
- (3) Rapid advancements in technology, specifically the automation of jobs and expanded artificial intelligence capability, have had and will continue to have a profound impact on the type, quality, and number of jobs available in our 21st century economy.
- (4) Automation and the rise of artificial intelligence and predictive analytics will have major impacts on industries and their jobs; from the service sector to white collar positions, the impacts will be felt by millions of workers in the United States.
- (5) Despite the opportunities and challenges presented by rapid advancements in technology, Illinois is a leader in the innovation and development of technology. Illinois has been an engine of progress, and it drives new products that connect people across the globe, sparking economic growth and building prosperity.
- (6) Illinois has a large, diverse, and well-educated labor force ready to meet the challenges it faces.
- (7) Innovative partnerships across the private and public sectors need to be created.

Section 10. Illinois Future of Work Task Force; duties and responsibilities.

- (a) The Illinois Future of Work Task Force is created. The Task Force shall be proactive and plan for the future of work while simultaneously addressing the state of work today.
- (b) The duties and responsibilities of the Task Force include the following:
  - (1) The Illinois Future of Work Task Force shall identify and assess the new and emerging technologies that have the potential to significantly affect employment, wages, and skill requirements.
  - (2) The Illinois Future of Work Task Force shall develop a set of job standards and working conditions that will ensure that future work in Illinois builds a vibrant middle class.
  - (3) The Illinois Future of Work Task Force shall identify the potential jobs of the future and opportunities to shape those jobs for the improvement of life for all of Illinois.
  - (4) The Illinois Future of Work Task Force shall compile research and best practices from other states and countries on how to deploy technology to benefit workers and the public good.
  - (5) The Illinois Future of Work Task Force shall develop tools to assess the impact of proposed technologies and evaluate their costs and benefits on workers, employers, the public and the State.
  - (6) The Illinois Future of Work Task Force shall identify policies and practices that will help businesses, workers, and communities thrive economically throughout the State of Illinois.
  - (7) The Illinois Future of Work Task Force shall propose workforce development, training, education, and apprenticeship programs for the jobs of the future.



Section 15. Membership; meetings.

(a) The members of the Illinois Future of Work Task Force shall include and represent the diversity of the people of Illinois, and shall be composed of the following:

- (1) four members, including one representative of the business community and one representative of the labor community, appointed by the Senate President, one of whom shall serve as co-chair;
- (2) four members, including one representative of the business community and one representative of the labor community, appointed by the Minority Leader of the Senate, one of whom shall serve as co-chair;
- (3) four members, including one representative of the business community and one representative of the labor community, appointed by the Speaker of the House of Representatives, one of whom shall serve as co-chair;
- (4) four members, including one representative of the business community and one representative of the labor community, appointed by the Minority Leader of the Speaker of the House of Representatives, one of whom shall serve as co-chair;
- (5) four members, one from each of the following: the business community, the labor community, the environmental community, and the education community that advocate for job growth, appointed by the Governor;
- (6) three members appointed by the Governor whose professional expertise is at the juncture of work and workers' rights;
- (7) the Director of Labor or his or her designee;
- (8) the Director of Commerce and Economic Opportunity or his or her designee;
- (9) the Director of Employment Security or his or her designee;
- (10) the Superintendent of the State Board of Education or his or her designee;
- (11) the Executive Director of the Illinois Community College Board or his or her designee; and
- (12) the Executive Director of the Board of Higher Education or his or her designee.

(b) Appointments for the Illinois Future of Work Task Force must be finalized by August 31, 2021. The Illinois Future of Work Task Force shall hold one meeting per month for a total of 7 meetings, and the first meeting must be held within 30 days after appointments are finalized.

(c) Members of the Illinois Future of Work Task Force shall serve without compensation.

(d) The Department of Commerce and Economic Opportunity shall provide administrative support to the Task Force.

### **Section 20. Report; dissolution.**

(a) The Illinois Future of Work Task Force shall issue a report based upon its findings in the course of performing its duties and responsibilities specified under Section 10. The report shall be written by an independent authority with subject matter expertise on the future of work.

(b) The Illinois Future of Work Task Force shall submit its final report to the Governor and the General Assembly no later than May 1, 2022, and is dissolved upon the filing of its report.

Section 25. Repeal. This Act is repealed on January 1, 2024.

Section 99. Effective date. This Act takes effect upon becoming law.

# BYLAWS

## Illinois Future of Work Task Force Meeting, Attendance and Voting Policy Adopted \_\_\_\_\_

The Illinois Future of Work Task Force (the "Task Force"), established pursuant to the Illinois Future of Work Act (the "Act") (PA 102-0407), hereby sets forth the following specific procedural rules for conducting and attending Task Force meetings.

A. Open Meetings Act: The Task Force meets the definition of a "public body" as defined in Section 2 of the Open Meetings Act (5 ILCS 120) and it shall conduct all meetings in accordance with the requirements of that law. A quorum of the Task Force is 15 members, and a "meeting" occurs when a majority of a quorum of the Task Force (8) engages in "contemporaneous interactive communication" about Task Force business. Task Force members are responsible for compliance with the Open Meetings Act, including the completion of mandatory training through the Illinois Attorney General.<sup>1</sup>

B. Regular Meetings: The Task Force shall hold one meeting per month for a total of seven (7) meetings, and the first meeting must be held on or before September 30, 2021.

All regular meetings shall be publicized at the beginning of each fiscal year through a public notice listing the dates, times, and places of such meetings. Changes to the published schedule may be made provided that public notice of such a change is made at least 10 days in advance.

C. Meeting Locations<sup>2</sup>: All meetings of the Task Force shall be held in locations that are convenient and open to the public. To the extent feasible, meetings shall be held in locations that support video conferencing to promote attendance of the Members and the broadest possible public participation. The Task Force will endeavor to stream audio and video of all public meetings.

The Task Force may meet in person or through video or audio conference; however, for any such teleconference meetings, the Task Force shall ensure the public is able to observe and comment on the proceedings by attending an accessible Department of Commerce & Economic Opportunity ("DCEO") or other state agency office.

In the event the Governor or the Director of the Illinois Department of Public Health has issued a disaster declaration related to public health concerns, the Task Force may hold an open or closed meeting by audio or video conference without the physical presence of a quorum of the members provided the conditions set forth in the Open Meetings Act are met.<sup>3</sup>

D. Public Notice <sup>4</sup>: Public notice of all meetings shall meet the requirements of the Open Meetings Act. At a minimum, public notice of the annual meeting schedule shall be given by posting a copy of the schedule at the DCEO offices in Chicago and Springfield, including the dates, times and locations of all scheduled meetings, and on a DCEO website. Notices of individual meetings shall be posted 48 hours in advance at the building in which the meeting is to be held. The meeting notice shall include the preliminary agenda.

E. Voting: Only duly appointed members of the Task Force shall make motions and vote. A vote may take place only if a quorum is present. A member is considered present if the member is either in attendance at the meeting site or participates in the meeting via telephone or video conferencing. Voting may commence and continue once a quorum has been declared. The affirmative vote of a simple majority of those members present is necessary for any action taken by vote of the Task Force.

Voting by proxies is not permitted. A member who cannot attend may send a representative to observe and provide commentary, but that person shall not be counted toward the quorum

F. Public Participation: Task Force meetings shall be open to the public and public participation is encouraged. A public comment period shall be part of the agenda of each meeting. Generally, public comments shall be limited to five (5) minutes per person; but, the aggregate total public comment should not exceed thirty (30) minutes. Additional time may be allowed for comments. Written comments may also be submitted for review by the members. Public comments should be limited to matters on the agenda or related to the purpose and duties of the Task Force.

G. Reporting<sup>5</sup>: The Task Force shall issue a report based upon its findings to the Governor and General Assembly on or before May 1, 2022. The reports shall be prepared by an independent authority with subject matter expertise on the future of work. The report shall be approved by a majority of the Task Force prior to submittal to the Governor and General Assembly.

1. Open Meetings Act training must be completed within 90 days of appointment to the Task Force unless the member has already completed the training as part of other official duties. 5 ILCS 120/1.05(b).
2. PA 102-0407, Section 15(b)
3. 5 ILCS 120/7(e).
4. 5 ILCS 120/2.02
5. PA 102-0407, Sec. 20(a)&(b)



# MEETING NORMS

## **WITHHOLD JUDGEMENT**

A part of what will make the task force's work successful is that we will be learning from each other and the experts we bring in throughout the process

## **BE EFFICIENT WITH YOUR WORDS**

We want to hear many voices and give speaking time to all (rule of thumb: three before me)

## **LISTEN AND BUILD ON IDEAS**

Be present during task force meetings so we can build on each other's knowledge and ideas

## **STEP UP, STEP BACK**


The State has gathered a stellar group of task force members all with something to contribute; if you find yourself not participating, please step up; conversely, know when to give others room to speak

## **DO NOT JUMP TO SOLUTIONS TOO QUICKLY**

We are dealing with complex problems and dilemmas that will likely require tradeoffs and some of the approaches will become clearer as proceedings evolve

## **BE PREPARED TO CHANGE YOUR MIND**

If you haven't changed your mind on something, maybe we haven't succeeded. Dissent where absolutely necessary, search for consensus wherever possible.



What is the current state of jobs and work in Illinois?

What factors have created these conditions?

What is our vision for work and jobs in the future?

How can we chart a path to reach that vision?

## TASK FORCE GUIDING QUESTIONS

## GOALS & SCOPE

Create a shared understanding of how the future of work is most likely to impact employers, employees, and residents in Illinois.

Make policy recommendations that will improve economic opportunities and work lives of all residents in Illinois.

The scope of the task force will go beyond the topics of technological innovation and take a long-range, holistic view of substantive topics that are critical to the future of work.

# TASK FORCE MEMBERS

**Co-Chair Appointed by Senate President**

**Co-Chair Appointed by House Speaker**

**Co-Chair Appointed by Senate Minority Leader**

Appointed by Senate President

Appointed by Senate President

Appointed by Senate President

Appointed by Senate Minority Leader

Appointed by Senate Minority Leader

Appointed by Senate Minority Leader

Appointed by House Speaker

Appointed by House Speaker

Appointed by House Speaker

Appointed by House Minority Leader

Appointed by House Minority Leader

Appointed by House Minority Leader

Appointed by Governor: Business

Appointed by Governor: Labor

Appointed by Governor: Environment

Appointed by Governor: Education

Appointed by Governor: work/worker rights 1

Appointed by Governor: work/worker rights 2

Appointed by Governor: work/worker rights 3

Director of Labor

Department of Commerce and Economic Opportunity

Director Employment Security

State Board Superintendent

Executive Director of the Illinois Community College Board

Executive Director of the Board of Higher Education

Jointly by Senate Minority Leader & House Minority Leader

Jointly by Senate Minority Leader & House Minority Leader

Appointed by Governor

Appointed by Governor

Jointly by Senate Minority Leader & House Minority Leader

**Senator Ram Villivalam**

**Representative Marcus C. Evans Jr.**

**Senator Dan DeWitte**

Senator Cristina Castro

Andrea Kluger, Chicago Federation of Labor

Colleen Daly, Internet Association

Tyler Diers, TechNet

Clark Kaericher, Illinois Chamber of Commerce

Sean Scott, Laborers' International Union

Representative Will Guzzardi

Magda Derisma, Illinois AFL-CIO

Alec Laird, Illinois Retail Merchants Association

Dalene Bramer, Uber

Sarah Hartwick, Illinois Manufacturers' Assn

Representative Ryan Spain

Julian Federle, United Airlines

Erica Bland-Durosinmi, SEIU Healthcare IL/IN

Delmar Gillus, Elevate

Juan Salgado, City Colleges of Chicago

Mike Ciaccio, Teamsters Joint Council 25

Steve Campbell, UFCW - Local 881

Ai-Jen Poo, National Domestic Workers Alliance

Michael D. Kleinik

Sylvia I. Garcia

Kristin Richards

Dr. Carmen Ayala - Marci Johnson

Brian Durham

Ginger Ostro

David Tovar, Grubhub

John Gedney, United Auto Workers

John Cusick, Illinois Federation of Teachers

Robert Bruno, University of Illinois

Marsha Prater, Memorial Medical Center

# AGENDA

Meeting I  
9/28/2021



---

## I. Call to Order

---

## II. Welcome & Adoption of Bylaws

- Co-Chair Senator Ram Villivalam
- Co-Chair Leader Marcus C. Evans, Jr.
- Senator Don DeWitte

---

## III. Introduction of Commissioners

---

## IV. Keynote Speaker

- Felicia Wong, Roosevelt Institute President and CEO

---

## V. The Present & Future State of Work in Illinois

- Shelly Steward, Aspen Institute
- Brian Fabes, Corporation Coalition of Chicago
- Q&A

---

## VI. Task Force Member Discussion

- Introduce academic partners, guiding principles
- Introduce questions to guide the task force
- [Survey](#)

---

## VII. Worker Roundtable

- Introduction: Ai Jen Poo, Domestic Workers Alliance
- Roundtable facilitator: Erica Bland, SEIU HCII
- Roundtable members:
  - Andrea Tinsley, UFCW/ Mariano's
  - Sophia Zaman, Raise The Floor
  - Roberto Clack, WWJ

---

## VIII. Public Comment

---

---

## IX. Close

---

# AGENDA

Meeting 2  
10/25/2021



---

I. Call to Order

---

III. Approval of the Agenda

---

III. Approval of the Minutes from September 28th Meeting

---

IV. Welcome from Task Force Co-Chairs

---

V. Creating Jobs that Sustain and Uplift

- Rachel Korberg, Families and Worker Fund
- 

VI. Task Force Member Discussion

---

VII. Job Quality Index

- Professor Bob Bruno, University of Illinois Urbana Champaign
  - Allison Dickson, University of Illinois Urbana-Champaign
  - Lonnie Golden, University of Pennsylvania
- 

VIII. Public Comment

---

IX. Close

---



# AGENDA

Meeting 3

11/30/2021



---

## I. Call to Order

---

## II. Welcome

- Welcome from Senator DeWitte, Task Force Co-Chair
- Approval of the Agenda
- Approval of October Minutes

---

## III. New Challenges and Technologies Reshaping Work

- Darrell West, Brookings Institute
- Aaron Rieke, Upturn

---

## IV. Task Force Member Discussion

---

### Break for Lunch

- Welcome from Elgin Community College President, Dr. Sam

---

## V. Businesses leading the way forward Presentations, followed by Q&A

- Kate Gebo, Executive Vice President of Human Resources and Labor Relations, United Airlines
- Nicole Overley, Senior Manager on Future of Work, Deloitte

---

## VI. Public Comment

---

## VII. Close

---

# AGENDA

Meeting 4  
12/20/2021



---

## I. Call to Order

---

## II. Welcome

- Welcome from Co-Chairs
  - Approval of the Agenda
  - Approval of November Minutes
  - Update on final report
- 

## III. Future of Work: Education, Skills, and Barriers

- Matthew Muench, P33
  - Jon Furr, Education Systems Center
- 

## IV. Voices leading in the field

- Bronagh Friel, Grow with Google
  - Sarah Hartwick, Illinois Manufacturers' Association
- 

## V. Moving to Solutions with Deputy Governor Andy Manar and Ameya Pawar

---

## VI. Public Comment

---

## VII. Close

---

# AGENDA

Meeting 5  
1/31/2022



---

## I. Call to Order

---

## II. Welcome

- Welcome from Task Force Co-Chairs
- Approval of the Agenda
- Approval of December Minutes
- Report Update

---

## III. Labor Benefits and Protections, Standards Enforcement

- Nik Theodore
- Jane Flanagan, Illinois Governor's Office

---

## IV. Task Force Member Discussion

- Good jobs framework
- Breakout groups
- Example Job Quality Indexes

---

## Break

---

## V. Solutions Brainstorming

- Scott Weiner, Fifty/50 - Chicago Restaurant Group
- Terri Gerstein, Harvard University
- Susan Lambert, University of Chicago
- Chasse Rehwinkel, IL Acting Banking Director

---

## VI. Public Comment

---

## VII. Close

---



# SHARE ON SOCIAL MEDIA

Join us in sharing about the Future of Work on your social media account.

Use our social media kit (available at [bit.ly/FOWSOCIAL](https://bit.ly/FOWSOCIAL)) or the suggested language below.

I am proud to represent [AFFILIATION] on the Illinois Future of Work Task Force as we explore the changing workplace and propose policy solutions that can improve economic opportunities and work lives of all residents in Illinois for years to come.

Follow our progress at [bit.ly/ILFUTUREOFWORK](https://bit.ly/ILFUTUREOFWORK)

Read a recap of each meeting in our blog at [ilfow.medium.com](https://ilfow.medium.com)



# FUTURE of **WORK**

**THANK YOU**

Materials produced by Kady McFadden  
Designed by Jenna Severson, Economic Security for Illinois