

Future of Work Task Force

Meeting 8 Minutes

April 15th, 2022

- I. Call to Order
Meeting is called to order at 9:10 am by Sen. Ram Villivalam.
- II. Welcoming remarks from Sen. Villivalam. Sen. Villivalam notes the hybrid nature of the meeting.
- III. Roll Call
Sen. Villivalam requests to call the roll, taken by Jason Horwitz. The following task force members were present:
 - Senator Ram Villivalam
 - Senator Don DeWitte
 - Representative Will Guzzardi
 - Erica Bland
 - Dalene Bramer
 - Robert Bruno
 - Stephen Campbell
 - John Cusick
 - Tyler Diers
 - Delmar Gillus
 - Clark Kaericher
 - Ai-Jen Poo
 - Marsha Prater
 - Brad Tietz
 - David Tovar
 - Director Sylvia Garcia
 - Director Kristin Richards
 - Anna Koeppel
- IV. Approval of minutes from March 18 meeting.
Director Garcia moves to approve the minutes. Seconded by Robert Bruno.
- V. Sen. Villivalam introduces report author Kat Schaeffer to present the report.
 - Ms. Schaeffer allows 15 minutes for the task force team to review the report and make notes of any questions they would like to discuss.
 - It is explained that the latest live report document can be found on members' email through a link sent by Kady McFadden.
 - Final feedback will be due on Wednesday, May 4th, at which point the report authors will begin compiling everything to incorporate all feedback, to produce a final draft by Monday, May 16th.
 - Tyler Diers asks about the process for voting on the final draft. Jason Horwitz explains that all Task Force members get one vote, and it is understood that a majority vote will be required to approve the final report. Sen. Villivalam

emphasizes the opportunity for all members to express their opinions on any concerns on specific sections of the report.

- Prof. Bruno brings up the issue of independent contractors vs a W2 traditional employee and the related recommendations under the draft job quality benefits and labor standards section. Director Jane Flanagan adds a note about the potential legal and enforcement implications surrounding the creation of new employment classifications.
- Prof. Bruno asks what the benefit is to creating a third category as opposed to the recommendation that these workers be treated as employees. Ms. Schaeffer notes there are many employees that are falling through the cracks and are being misclassified, and that there should be a solution to this misclassification, and that any additional resources that suggest other solutions can be incorporated into the draft.
- Sen. Villivalam asks about research conducted by Uber around expanding protections to workers that are engaging in more flexible work arrangements. Dalene Bramer mentions legislation in Washington state that provides protections such as sick leave, guaranteed earnings, and workers compensation for workers in on-demand, occasional work. Also added that the dependent worker classification in Canada does allow for collective bargaining under that category. Prof. Bruno notes that W2 employers can allow for the same type of nontraditional arrangements and flexibility for traditional employees and contends there is not a need for an additional status.
- Will Guzzardi notes that creating a third novel status that doesn't bring in adequate worker protections can risk jeopardizing fundamental job quality.
- Clark Kaericher commented that the issues of independent contractors and trucking deregulation haven't been discussed sufficiently in the meetings.
- Sen. Villivalam acknowledges the difficulty of reaching a consensus on this issue but asks that a consensus be reached for the purposes of this report, possibly through further discussion during office hours.
- Erica Bland brings up the importance of distinguishing between legitimate functions in relation to independent business entities and enabling misclassification. Also, that the focus needs to stay on creating quality jobs, rather than just increasing employment through low wage poverty jobs. Ms. Schaeffer then highlights the quality jobs section. Ms. Bland also recommends that we specify that essential workers are the fastest growing sector in the future of work, and suggested amendments in the draft to specifically give worker voice and representations their own sections rather than as a subsection in a discussion of social justice.
- Sen. Villivalam asks to spend some time in the report on how to maximize federal dollars that we are getting across a range of programs, and then how we maximize opportunities to increase quality jobs using those funds.
- Ms. Bland suggests that the policy recommendation on page 35 could be flipped to prioritize eliminating the waiting list.
- John Cusick highlights page 6 and 7 and brings up inequities between programs offered to students in high schools around the state. Also on page 8, he requests that we recommend increasing access as well as funding to community colleges for career pathways rather than just access.

- Ms. Bland asks for further details in the report about making strides for greater equity, including both racial and geographic equity. Ms. Schaeffer agrees and highlights page 11 for further feedback on regarding metrics to measure and monitor recommendations.
- Brad Tietz says software engineering and data analytics are areas that we can really build on to create quality jobs. He also mentions paid leave and potential issues with this and requests to discuss this further during office hours. He also mentions an issue where there are several recommendations in the report where the General Assembly has already passed something – e.g., the apprenticeship tax credit program, which is in effect but underutilized.
- Marsha Prater expressed her concern that the task force isn't addressing some growing work sectors such as healthcare, and questions whether the items on page 6 are too sector-specific.
- Tyler Diers brings up the job quality measurement on page 5, suggesting that there is a bias towards nine-to-five jobs over flexible work. His recommendation is that the metric should focus on whether the worker has control over their hours, rather than focusing on predictable hours. He also highlighted a recent bill that was not passed that restricts the use of predictive data analytics in determining somebody's credit worthiness and in making employment decisions.
- Prof. Bruno asks Ms. Schaeffer if the authors are requesting that task force members put forward some goals in the different areas identified in the report. Ms. Schaeffer says yes, they are encouraging members to put forward goals that will identify what success looks like.
- Director Richards encourages members to think about where the data collected is coming from and who is owning that process and who is funding this research.
- Delmar Gillus brings some focus to summer opportunities such as internships and how they can allow people to spark interest in new occupations and sectors. He also requested increased demographic data as part of the data collection process and highlights the importance of this generally. Finally, he requested that clean energy be addressed in sufficient detail within the report and not be overlooked.
- Ms. Bland adds that further discussion around barriers could be added to the workforce development section. Examples of this would include language, childcare, and transportation. Ms. Schaeffer noted that they touch on that in the barrier fund section but could add more. Prof. Bruno agrees that the report could perhaps be strengthened by adding a section in the executive summary to lay out exactly what is meant by an employment barrier. Director Garcia adds how barrier reduction funds provided from federal WIOA sources drop off after 6 months. There is a new program using ARPA funds that will provide that support for 2 years. Mr. Gillus offers to share some research and process details from CEJA deliberations.
- Brad Tietz brings up the critical role that broadband will have in the future of work, and states that this isn't included in the current report. He also asks if the infrastructure projects are in place to reach the equity goals that we want to meet. He then brings up labor shortages and how they are affecting businesses specifically in restaurants and retail following the pandemic. How can we

support those businesses who may be seeing labor shortages for the indefinite future?

- Ms. Schaeffer recalls that there was a small call out on broadband that hadn't been transferred into the main report and the authors will make sure that is included. She mentions the constraint of the length and number of pages available within the report, asking if the task force can help the authors to prioritize the importance of some issues within the report.
- Prof. Bruno suggests that all workers going through jobs training also receive employment rights literacy training. If every worker knows their rights on the job, then enforcement can be much easier. This isn't a requirement right now but the stakeholders in the workforce development field are moving in this direction.
- Marsha Prater advocates that a statement around barriers should be included in the key findings section as this is a key part of the report and its absence may make a big difference to the reader.
- Sen. Villivalam asks how the programs offered for re-entering workers involved in corrections match up with the job opportunities available when they come out and provides some general examples of how they don't always necessarily match up correctly.
- Ms. Bland makes a final note regarding the recommendation for the sectoral standards board, requesting that the results are binding rather than suggested.
- Sen. Villivalam requests, if possible, to get an overview of all the workforce development programs that already exist, to solve the struggle of understanding what is already on the books so that we can have the proper context for recommendations going forward. Director Flanagan notes that the Workforce Commission on Equity and Access is doing some of that work.
- Brad Tietz suggests having some further conversations on how the fair scheduling in Illinois paragraphs are worded. He also mentions that we should discuss further what type of recommendations to include on UI, as this is a sensitive issue subject to ongoing discussion through the agreed-bill process.

VI. Public Comment

There was no public comment.

VII. Rep. Will Guzzardi requested a motion to adjourn.

Robert Bruno moved to adjourn, and Erica Bland seconded. Meeting adjourned at 11:15 am.