

Future of Work Task Force

Meeting 2 Minutes

October 25, 2021

- I. Call to order. Meeting is called to order at 9:07 am by Leader Marcus Evans.
- II. Opening remarks from task force co-chair Leader Marcus Evans. Notes that there will be opportunity for public to speak at end of meeting, and to stay on mute for those attending from the public. Received feedback that task force members wanted more opportunity for conversation during meeting, so would allow a good amount of time for discussion.
- III. Approval of minutes from September 28 meeting
Director Kristin Richards motions to approve the minutes. Acting Director Sylvia Garcia seconds the motion.
- IV. Remarks from task force co-chair Senator Villivalam. Noted feedback that members wanted to be in person as much as possible, so would make effort to alternate meetings between remote and in-person. Work of task force should be centered in data and from experts to reach shared understanding on how to address future of work. Calls for input, including ideas on who should be presenters and panelists that ensures broad representation of different stakeholders. Welcomes new appointees Rep. Ryan Spain and Sean Stott.
- V. Remarks from task force co-chair Senator Dewitte. Optimistic about ability of this task force to get to the bottom of the issues faced by workforce and by employers, and to address ongoing problems that will be going on for a while. November meeting of the task force is tentatively scheduled to take place at Elgin Community College on November 30.
- VI. Roll Call
Leader Evans requests to call the roll. The following task force members were present:
Representative Marcus Evans
Senator Ram Villivalam
Senator Don Dewitte
Senator Cristina Castro
Representative Will Guzzardi
Representative Ryan Spain
Andrea Kluger
Tyler Diers
Clark Kaericher
Sean Stott
Magda Derisma
Alec Laird
Sarah Hartwick
Colleen Daley
Dalene Bramer
Julian Federle

Erica Bland
Delmar Gillus
Juan Salgado
Mike Ciaccio
Steve Campbell
Ai-Jen Poo
Director Michael Kleinik
Director Kristin Richards
Acting Director Sylvia Garcia
Marci Johnson on behalf of Superintendent Carmen Ayala
Ginger Ostro

- VII. Leader Evans introduces first presenter, Rachel Korberg of the Families and Workers Fund, presenting on “Jobs that Sustain and Uplift.”
- Three major forces that provide a once-in-a-generation opportunity: national conversation about equity, unprecedented amount of public funding going to jobs and communities, and focus on essential workers.
 - Proposes a focus on meeting the basic needs (pay, benefits, career-building, voice, safety, and equity) of IL residents that are asset limited, income constrained, but employed (ALICE), which includes about 1 in 4 Illinoisans.
 - Evidence shows that providing for these needs, beyond benefits to employees and the communities they’re in, is good for employers because it improves retention, reduces absenteeism, and better prepares companies for disruptions.
 - Potential ways to increase good jobs include: making them a factor in procurement, linking workforce grants to placement in good jobs, evaluating economic development proposals on job quality, celebrating companies that create good jobs, and investing in companies committed to providing good jobs.
 - Which state and local government actions are most forward-thinking?
 - Consortium of universities in Philadelphia that looked at DEI and job quality in procurement and made some joint investments.
 - Better Builders Initiative – handful of cities in Texas are expediting reviews for zoning and other permitting for contractors certified in providing quality jobs.
- VIII. Task Force Member Discussion
Task force members separated into small groups to discuss issues around the future of work.
- IX. Leader Evans introduces second presenters, Professor Bob Bruno, Alison Dickinson, and Professor Lonnie Golden of the University of Illinois, presenting on the “The Future of Work and the Employment Quality Index for Illinois.”
- Professor Bruno summarized four “oversimplifications” that can affect the development of initiatives to increase high-quality jobs: (1) adopting effective policies is enough (it’s not; require good oversight and implementation); (2)

technology is the path to high-quality employment; (3) policy should focus on increasing job openings (need infrastructure that increase's productive activity, including through good education and health); and (4) good employment opportunities are determined by the market (who counts as an employee and employment obligations matter and are determined by public policy).

- Professor Golden and Alison Dickson presented on the development of the Employment Quality Index for Illinois.
 - In 2017, developed a measure of happiness in Illinois (HOW-IS-IL), which included a range of objective and subjective measures across 8 categories, one of which was job quality/working conditions. Another was “worker-friendliness.” Results in IL were mixed for job quality measures, but had an above-average share of “good” jobs.
 - In 2019, performed a survey related to the fair workweek for the *Precarious Times at Work* report. Found that underemployment (people who had fewer hours than desired) was pervasive in Illinois, and found that part-time/temp workers and workers with irregular shifts had lower indicators of well-being/satisfaction.
 - Plan to perform a survey to update data in fall 2021, and to develop a new composite index (EQ-IL).
 - Found that working mothers, in particular, had exaggerated pay gaps and employment gaps. Inability to take paid time off and fragmented access to flexible scheduling were major factors. These impacts were greater for working mothers of color. These issues have been exacerbated by the pandemic.
 - Low-wage workers less likely to know the legal requirements of their employer and their rights as a worker, and more likely to be victims of violations such as wage theft.
 - Worker education on workers’ rights is critical to an equitable future of work, but are not typically taught in high schools or higher ed, and employers have few disclosure obligations. Should seek to include in workforce training programs receiving public money.

X. Public Comment – There is no public comment.

XI. Closing Remarks

Senator Villivalam provided closing remarks. Next meeting will be hosted by Senator Dewitte in November, with a focus on new challenges and technologies reshaping work.

XII. Kat Schaeffer at the Inclusive Economy Lab at UChicago provided comments on the production of the task force report. Goal is to make sure the report is a compilation of the diverse voices of the task force. The Economy Lab has developed a series of guiding questions and data-supported answers that it will share with the task force to establish shared basis for key problems the report will address. The task force will identify short list of action items and policy solutions. Pieces of the report will be shared as they’re written so

that all members will have opportunity to review and provide feedback before they're included in the report. Contact information for team preparing report available in the welcome packet.

XIII. Meeting adjourned at 10:58 am