UPDATED VERSION:
NOVEMBER
2021

FUTURE OF WORK TASK FORCE

OVERVIEW

Illinois Future of Work Task Force
Overview
September 2021

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FROM THE CO-CHAIRS

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

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 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

POINTS OF CONTACT

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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.^1

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^2: 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.^3

D. Public Notice ^4: 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^5: 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.

TASK FORCE GUIDING QUESTIONS

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?

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.

FUTURE OF WORK TASK FORCE MEMBERS

Co-Chair Appointed by Senate President	Senator Ram Villivalam
Co-Chair Appointed by House Speaker	Representative Marcus C. Evans Jr.
Co-ChairAppointed by Senate Minority Leader	Senator Dan DeWitte
Appointed by Senate President	Senator Cristina Castro
Appointed by Senate President	Andrea Kluger, Chicago Federation of Labor
Appointed by Senate President	Colleen Daly, Internet Association
Appointed by Senate Minority Leader	Tyler Diers, TechNet
Appointed by Senate Minority Leader	Clark Kaericher, Illinois Chamber of Commerce
Appointed by Senate Minority Leader	Sean Scott, Laborers' International Union
Appointed by House Speaker	Representative Will Guzzardi
Appointed by House Speaker	Madga Derisma, Illinois AFL-CIO
Appointed by House Speaker	Alec Laird, Illinois Retail Merchants Association
Appointed by House Minority Leader	Dalene Bramer, Uber
Appointed by House Minority Leader	Sarah Hartwick, Illinois Manufacturers' Assn
Appointed by House Minority Leader	Representative Ryan Spain
Appointed by Governor: Business	Julian Federle, United Airlines
Appointed by Governor: Labor	Erica Bland-Durosinmi, SEIU Healthcare IL/IN
Appointed by Governor: Environment	Delmar Gillus, Elevate
Appointed by Governor: Education	Juan Salgado, City Colleges of Chicago
Appointed by Governor: work/worker rights 1	Mike Ciaccio, Teamsters Joint Council 25
Appointed by Governor: work/worker rights 2	Steve Campbell, UFCW - Local 881
Appointed by Governor: work/worker rights 3	Ai-Jen Poo, National Domestic Workers Alliance
Director of Labor	Michael D. Kleinik
Department of Commerce and Economic Opportunity	Sylvia I. Garcia
Director Employment Security	Kristin Richards
State Board Superintendent	Dr. Carmen Ayala - Marci Johnson
Executive Director of the Illinois Community College Board	Brian Durham
Executive Director of the Board of Higher Education	Ginger Ostro

AGENDA

Meeting 1
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

- Felicia Wong, Roosevelt Institute President and CEO

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

SHARE ON SOCIAL MEDIA

Join us in announcing the launch of the Future of Work on your social media account.

Use our image (available here) and the suggested language below.

Today we launched the Illinois Future of Work Task Force.

I am proud to represent [AFFILIATION] 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

THANK YOU

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