



**MEETING MINUTES**

**MINIMUM WAGE & PAID SICK LEAVE WORKING GROUP**

**MONDAY, MARCH 19, 2018**

**7:00 P.M.**

**MALLINCKRODT COMMUNITY CENTER**

Members Present:            John Jacoby, Chair  
                                      Brian Fabes  
                                      Beth Lambrecht  
                                      George Rafeedie  
                                      Laura Saleh

Members Absent:            John Haser  
                                      Therese Steinken

Staff Present:                Mike Braiman, Assistant Village Manager  
                                      John Prejzner, Assistant Director of Administrative Services

**I. CALL TO ORDER**

Chair John Jacoby called the meeting to order at 7:01 p.m. Members Jacoby, Fabes, Lambrecht, Rafeedie, and Saleh were present.

**II. APPROVAL OF MINUTES**

Member Lambrecht moved to approve the minutes of the March 5, 2018 Work Group meeting. The motion was seconded by Ms. Saleh. No further discussion occurred on the motion. Voting yes: Members Jacoby, Fabes, Lambrecht, Rafeedie, and Saleh. Voting no: none. **The motion carried.**

**III. PUBLIC COMMENT**

None.

#### **IV. PRESENTATION FROM WOMEN EMPLOYED**

Iliana Mora, President and CEO of Women Employed, a non-profit organization dedicated to improving women's economic status, was present to provide testimony on paid sick leave. Ms. Mora stated that 81% of those working in the food service industry do not receive paid sick-time and provided other data related to the effects of a lack of paid-sick leave in the food industry. Ms. Mora cited a study of a similar paid-sick leave law in New York City which indicated that 85% of employers indicated that the law had no effect on overall business costs.

#### **V. REVIEW OF EMPLOYEE AND EMPLOYER DEMOGRAPHIC DATA**

Michael Braiman, Assistant Village Manager, provided a summary of the Employee Demographics Data compiled for those affecting minimum wage workers and those eligible for paid sick leave.

#### **VI. REVIEW OF LIVING WAGE DATA**

Brian Fabes provided a summary of cost of living in Cook County and what constitutes a living wage. There were no comments or changes to the data.

#### **VII. REVIEW OF DATA AND STUDIES PERTAINING TO BORDER EFFECTS OF MINIMUM WAGE**

Mr. Braiman provided a summary of the data obtained for the study on border effects of minimum wage. The consensus of the Group was to provide only the abstracts of the two studies.

Mr. Fabes provided a summary of Illinois Department of Employment Security data comparing jobs data of Chicago to suburban Cook County. Mr. Fabes stated that the data shows no correlation of the increase in minimum wage in Chicago and job growth as compared to suburban Cook County.

#### **VIII. INITIAL REVIEW OF BUSINESS SURVEY RESULTS**

Mr. Braiman provided an overview of the executive summary of the business survey.

Gina Kennedy commented that the employer data shows that 42% of the respondents would not be impacted by the minimum wage data and suggested to break out that group from the responses. The Group reached a consensus to have the data analyzed and presented at a future meeting.

Mr. Marshall asked how many respondents did not answer the questions whether the Village should opt into the Ordinances. Ms. Kennedy stated there was a significant number and recommended categorizing them as "no-opinion" and adding them to the total percentages.

Mr. Marshall recommended breaking out the data for all the sectors.

#### **IX. INITIAL DRAFTING OF RESIDENT PHONE SURVEY QUESTIONS**

Mr. Braiman summarized the purpose of the resident phone survey and its importance for the Village Board.

Mr. Fabes provided recommended questions. Mr. Braiman stated that open-ended questions can be asked but will be at a significant cost. The consensus was not to include open-ended questions.

The Group reviewed and commented on the survey questions. Staff will provide the recommended changes to the survey company and bring back a revised survey at the next meeting.

#### **X. ADJOURNMENT**

Member Lambrecht moved to adjourn the meeting. Member Fabes seconded the motion. No further discussion occurred on the motion. Voting yes: Members Jacoby, Fabes, Lambrecht, Rafeedie, and Saleh. Voting no: none. **The motion carried.** The meeting was adjourned at 9:21 p.m.



John Prejzner  
Assistant Director of Administrative Services