



Board of Commissioners of Cook County
Legislation and Intergovernmental Relations Committee Minutes
PUBLIC HEARING – RECONVENED from July 13, 2016

Tuesday, August 2, 2016

1:00 PM Cook County Building, Board Room, Rm. 569
118 North Clark Street, Chicago, Illinois

ATTENDANCE

Present: Chairman Suffredin, Vice Chairman Fritchey, Commissioners Arroyo, Boykin, Butler, Daley, Gainer, García, Moore, Morrison, Schneider, Silvestri and Sims (13)

Absent: Commissioners Goslin, Murphy, Steele and Tobolski (4)

PUBLIC TESTIMONY

Chairman Suffredin asked the Secretary to the Board to call upon the registered public speakers, in Accordance with Cook County Code.

1. Mary Hartsfield, Warriors on the Watch, Inc.
2. Dale Jackson, Union Representative, Service Employees International Union
3. George Blakemore, Concerned Citizen
4. Velisha Haddox, Bureau Chief, Cook County Human Resources
5. Paul Kawa, Director of Human Resources, Cook County Treasurer
6. Edmund Michalowski, Labor Relations Council, Cook County Recorder of Deeds
7. Kathy Wallace, Director of Human Resources, Cook County State's Attorney
8. Michael Mikula, Director and General Council for Labor Relations, Cook County Clerk of the Circuit Court
9. James Anderson, Chief Financial Officer, Cook County Chief Judge
10. Eboni Montsho, Director of Human Resources, Cook County Juvenile Temporary Detention Center
11. Gladys Lopez, Chief of Human Resources, Cook County Health & Hospital System
12. Ekereta Akpan, Chief Financial Officer, Cook County Health & Hospital System
13. Cara Smith, Chief of Policy and Strategy, Cook County Sheriff
14. Gladis Bryant, Director of Human Resources, Cook County Clerk

16-3730

Sponsored by: LARRY SUFFREDIN, County Commissioner

A RESOLUTION REQUESTING A HEARING OF THE LEGISLATION AND INTERGOVERNMENTAL RELATIONS COMMITTEE TO DISCUSS THE IMPACT OF THE FAMILY MEDICAL LEAVE ACT ON STAFFING

WHEREAS, the Federal Family and Medical Leave Act of 1993 (“FMLA”) requires Cook County to provide its employees job-protected and unpaid leave for qualified medical and family reasons; and

WHEREAS, in a study by the Society for Human Resource Management entitled “FMLA and Its Impact on Organizations,” found that there has been a greater number of requests to take FMLA leave in recent years and that there is a financial cost for such leave; and

WHEREAS, an increase in the number of employees taking FMLA leave would have an impact on the minimum staffing levels needed to maintain core operations at critical County facilities including the Cook County Jail, the Juvenile Temporary Detention Center and the Cook County Health and Hospitals System, among others; and

WHEREAS, overtime spending is effected by employees taking FMLA leave; and

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby request that a meeting of the Legislation and Intergovernmental Relations Committee be convened to discuss the impact of Cook County employees taking leave under the Family and Medical Leave Act on maintaining minimum staffing levels; and

BE IT FURTHER RESOLVED, that the Director of the Bureau of Human Resources and the Human Resources Directors for all independently elected officials and the Cook County Health and Hospital System, the Juvenile Temporary Detention Center and the Cook County Sheriff appear before the Legislation and Intergovernmental Relations Committee and be prepared to update the Committee on the effect of the Family and Medical Leave Act on Cook County’s staffing.

There was no action taken on this resolution

ADJOURNMENT

A motion was made by Commissioner Morrison, seconded by Commissioner Moore, that this meeting be adjourned. The motion carried by the following vote:

Aye: Chairman Suffredin, Vice Chairman Fritchey, Commissioners Arroyo, Boykin, Butler, Daley, Gainer, García, Moore, Morrison, Schneider, Silvestri and Sims (13)

Absent: Commissioners Goslin, Murphy, Steele and Tobolski (4)

Respectfully submitted,


Chairman


Secretary

*A video recording of this meeting is available at <https://cook-county.legistar.com>