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Speaker Burke: "The House will be at order. Members will be in their chairs. We will be led in prayer today by Pastor Rick Irwin who is with the First Christian Church in Springfield. Pastor Rick Irwin is the guest of Representative Murphy. Members and guests are asked to refrain from starting their laptops, turn off all cell phones, and rise for the invocation and the Pledge of Allegiance."

Pastor Irwin: "(Inaudible) ...and our worship we know that you are the source of all that is good. Life giving and important in our lives. We regret that at times we have squandered your grace and your mercy forgive us if there be any ingratitude on our part, in our hearts and for any sins known and unknown. Help us to love you more with our lives, our time, our gifts, and our service. By grace may we submit to your divine care and thereby live within thy holy will. We pray that your blessings will be upon these proceedings that government, too, would be a holy and ordained endeavor. May your spirit of wisdom prevail that our laws would be yours, and that holy justice would prevail throughout these proceedings. Ever mindful that all citizens and mindful of those yet to be. This we pray to the author of salvation. To the redeemer of the lost and to the word with thee since the dawn of creation. Amen."

Speaker Burke: "We'll be led in the Pledge today by Representative Windhorst."

Windhorst - et al: "I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

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Speaker Burke: "Roll call for attendance. Representative Turner is recognized to report any excused absences on the Democratic side of the aisle."

Turner: "Thank you, Madam Chair. No Members from the Democrats are excused or absent today."

Speaker Burke: "Representative Butler is recognized to report on any excused absences on the Republican side of the aisle."

Butler: "Thank you, Madam Chair. Please let the Journal reflect that excused absences on the Republican side today are Representative Bennett, Representative Reick, and Representative Severin."

Speaker Burke: "Have all recorded themselves? Mr. Clerk, please take the record. There being 115 Members answering the roll, a quorum is present. Mr. Clerk, Committee Reports."

Clerk Bolin: "Committee Reports. Representative Costello, Chairperson from the Committee on Agriculture & Conservation, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 2777, House Bill 3092, House Bill 3265. Representative Jones, Chairperson from the Committee on Insurance, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 3320, House Bill 3435. Representative Walsh, Chairperson from the Committee on Public Utilities, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 3152, House Bill 3482. Representative Moylan, Chairperson from the Committee on Transportation: Regulation, Roads & Bridges, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 2877. Representative Feigenholtz, Chairperson from the Committee on

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Adoption & Child Welfare, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 2153, House Bill 2723, House Bill 3153, and House Bill 3587; do pass as amended Short Debate for House Bill 1553, and House Bill 2571; and recommends be adopted Floor Amendment #1 to House Bill 831, and Floor Amendment #1 to House Bill 836. Representative Williams, Chairperson from the Committee on Energy & Environment, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 3440 and House Bill 3481. Representative Lilly, Chairperson from the Committee on Financial Institutions, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 3674. Representative Flowers, Chairperson from the Committee on Health Care Availability & Access, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 3511. Representative DeLuca, Chairperson from the Committee on Cities & Villages, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 3137, and House Bill 3369. Representative Slaughter, Chairperson from the Committee on Judiciary - Criminal, reports the following committee action taken on March 12, 2019: do pass Short Debate for House Bill 2500, House Bill 2818, House Bill 3151, and House Bill 3191; do pass as amended Short Debate for House Bill 2133. Representative Hurley, Chairperson from the Committee on Human Services, reports the following committee action taken on March 13, 2019: do pass Short Debate for House Bill 3069, House Bill 3299, House Bill 3343, and House Bill 3531. Representative Welch, Chairperson

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from the Committee on Executive, reports the following committee action taken on March 13, 2019: do pass Short Debate for House Bill 2468 and House Bill 3617. Representative D'Amico, Chairperson from the Committee on Transportation: Vehicles & Safety, reports the following committee action taken on March 13, 2019: do pass Short Debate for House Bill 331, House Bill 2126, House Bill 2276, House Bill 3216, House Bill 3233, House Bill 3269, House Bill 3437, and House Bill 3536; do pass as amended Short Debate for House Bill 2151. Representative Moeller, Chairperson from the Committee on Health Care Licenses, reports the following committee action taken on March 13, 2019: do pass Short Debate for House Bill 3554 and House Bill 3576."

Speaker Burke: "Representative Didech, for what purpose do you seek recognition?"

Didech: "Point of personal privilege, please."

Speaker Burke: "Please proceed."

Didech: "Thank you. We are very privileged today to be joined by a very special guest. If Sheriff Idleburg could stand up so I can introduce you to the Body. John Idleburg is the recently elected Sheriff of Lake County. In a very short time in office he has accomplished a lot, and I know that the people of Lake County are grateful. And I know I don't speak for only myself when I say that we are very lucky to have you making sure that our county stays safe. In a very short time he has improved transparency in his office. He has taken steps to reduce recidivism. He has recently take steps in light of the Aurora shooting to crackdown on illegally held firearms that people are holding in Lake County. And he holds the very

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impressive and important distinction of being not only the first African-American Sheriff in Lake County Sheriff in Lake County history, but the first African-American countywide elected official in any position in Lake County history. Especially coming off of Black History Month and the vibrant debates that we've been having in this Body about the importance of representation, I want to thank you for serving as a very positive example and role model for this community and for the state. And ask this Body to give you a very warm welcome to Springfield."

Speaker Burke: "On page 13 of the Calendar, under the Order of Agreed Resolutions, we have House Resolution 177, offered by Representative Wheeler. Representative Wheeler."

Wheeler: "Madam Speaker, I rise today to offer this Memorial Resolution, HR177, in remembrance of the victims of the tragic workplace shooting at the Henry Pratt Company in Aurora. As well as to recognize our first responders for their bravery and professionalism, which they demonstrated that heartbreaking day and throughout its aftermath. Words cannot express the depth of our grief or the unimaginable loss to the victims' families. So I will keep my remarks brief. We lost five innocent lives that day: Clayton Parks of Elgin, Trevor Wehner of DeKalb, Russell Beyer of Yorkville, Vicente Juarez of Oswego, and Josh Pinkard also of Oswego. Each of them touched the lives of those around them in countless meaningful and special ways. Each leaves behind friends and loved ones who continue to mourn them. Three weeks ago, I said on this floor that's personal. It is personal to me. It's personal to my community. It should be personal to all

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of us. I mentioned my family and I have connections to this tragedy and that we continue to pray for the grieving families. And I ask all of you to join us. In the face of the worst of humanity that day, we also witnessed acts of courage and duty that saved more innocent lives from being lost. The swift and steadfast response from the Aurora Police Department and the Aurora Fire Department saved lives as did the response of the 9-1-1 operators and the other law enforcement agencies and first responders from surrounding jurisdictions, who arrived on the scene to assist. Six officers were critically wounded in the shooting: John Cebulski, James Zegar, Reynaldo Rivera, Marco Gomez, Adam Miller, and Diego Avila. Gentlemen, you showed us what heroes look like. We thank them for their selfless service to the people of Aurora, and we pray for their continued recovery. We are joined in the Speaker's Gallery by several dignitaries from the City of Aurora including: Mayor Richard Irvin, Aurora Police Chief Kristen Ziman, Aurora Deputy Police Chief Keefe Jackson, Aurora Fire Chief Gary Krienitz, and Aurora Deputy Fire Chief John Gilbert. Today, here in Springfield, they are the face of hundreds of dedicated public servants back in Aurora in Kane County, who came together at a critical moment, rose above the danger, and put their neighbors first. Thank you for showing us what leadership looks like. And thank you for reminding us that when we stand together we are Aurora strong. For the positive example they have set by their leadership in bringing Aurora together in response to this tragedy, I would ask the chamber to give them a round of applause. May God bless the families of the victims as well

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as the survivors and all of our incredible first responders. So Madam Speaker, on behalf of Representatives Hernandez, Kifowit, and Villa, I respectfully ask that all Members be added as co-sponsors of House Resolution 177 and that the Body observe a moment of silence upon adoption of this Resolution."

Speaker Burke: "Representative Kifowit."

Kifowit: "Thank you, Madam Speaker, Members of the House. I spoke on this situation after it happened and I want to thank the Sponsor, Representative Wheeler, for bringing this Resolution forward. Those of us that have been on a drive along or have witnessed our brave firefighters run into a burning house when all of us had the urge to run away realize the immense honor that it is that we are protected by these brave men and women. When and... and I knew... I know several people in the Aurora Police Department, and when I've had lunch with one of my buddies, and he said that he showed up at the scene, grabbed a team that he didn't even know. And they went into the building and executed the plan to make sure that everybody was as safe and that... gunman was found shows just the profound professionalism and dedication that these people have from the county, from the State Police, from the City of Aurora. That they can work together when they don't even know each other's name and that's to be commended and that's to be admired. And I just want to again extend my esteem appreciation for the fabulous work of keeping our citizens safe by our first responders and our law enforcement community. So thank you very much."

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Speaker Burke: "All Members will be added to the Resolution, and the Body will take a moment of silence."

Speaker Burke: "Representative Wheeler moves for the adoption of House Resolution 177. All in favor say 'aye'; all those opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the Resolution is adopted. Leader Turner, for what reason do you seek recognition?"

Turner: "A Point of personal privilege, please."

Speaker Burke: "Please proceed."

Turner: "Thank you very much. Members, I have a guest from my District in the gallery over my shoulder is Ms. Grace Anderson. Grace is a first grader from Frances Xavier Warde Grammar School. And she's down here with her mother Lindsey Anderson, who many of you may recognize. Let's give her warm round of applause and welcome her to her Capitol. Thank you very much."

Speaker Burke: "Proceed to the Order of House Bills on Third Reading. On page 10 of the Calendar, under Third Readings, we have House Bill 246 offered by Representative Moeller. Please read the Bill, Mr. Clerk."

Clerk Bolin: "House Bill 246, a Bill for an Act concerning education. Third Reading of this House Bill."

Speaker Burke: "Representative."

Moeller: "Thank you, Madam Speaker. House Bill 246 is an initiative of Equality Illinois and the Safe Schools Alliance. And is intended to provide that school districts across Illinois when they are purchasing textbooks using state monies purchase textbooks that are non-discriminatory, and non-biased, and that they shall include a history of LGBTQ



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contributions and movements that have shaped our world today. House Bill 242... 246 has also been identified as the inclusive curriculum Bill, and it updates our school... our State School Code to reflect our State's Human Rights Act. It insures that students throughout our state learn about the contributions and history of LGBT community. And as I stated before, it ensures that our textbooks are non-discriminatory and non-biased in their teaching. Under current practice in many of our schools, the contributions of LGBT individuals in history has remained hidden and unacknowledged. This exclusion has denied students the opportunity to obtain a greater and more accurate understanding of world history, and it also has denied LGBT people their identity and reflection in our school curriculum. Just as our education system has implemented the education and acknowledgment of contributions of African Americans, women, Latino, Asian, and other important yet marginalized groups in order to present a more authentic explanation of history, it is only important... appropriate and necessary that we take the steps to include LGBT community. By including this community we will be working towards not only supporting an expansion of our students' knowledge, but also creating a more tolerant environment and strengthening educational outcomes in our state. As alluded to this Bill not only works to improve our curriculum for all students, but importantly is intended to improve the lives of hundreds of thousands of LGBT people living in Illinois. According to a 2018 study conducted by the Human Rights Campaign, 77 percent of LGBT young people reported that they had experienced depression in the prior year, 70 percent reported

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feelings of unworthiness or hopelessness, only 26 percent stated that they felt safe in their school classrooms, and only 13 percent reported hearing any positive ideas or notions about LGBT people in their schools. These statistics follow many of our students after they graduate and leave our school system. With passage of this Bill, LGBT students and their families will no longer be ignored or excluded from our curriculum. And they will be exposed to positive role models knowing that they are respected and welcomed in our society. This Bill is very simple in its construction, but it is intended to have a profound impact on the climate of our schools, increasing safety, and improving the lives of hundreds of thousands of students across our state. With that, I would be happy to take any questions or respond to any inquiries from the Body. I would ask for an 'aye' vote."

Speaker Burke: "Is there any discussion? Representative Morrison is recognized."

Morrison: "Thank you, Madam Speaker. Because time is short I'm just going to go straight to the Bill. The Sponsor and I are friends we've talked about this Bill many times. We've discussed various aspects of the Bill offline. And I think after the debate we're going to remain friends. But there are multiple reasons to oppose this Bill, and opponents cut across the political spectrum. Last year Chicago Tribune columnist Eric Zorn wrote against this new kindergarten through 12th grade curriculum mandate. He called it nonsense, that was his word, and he said it goes too far. Among Eric Zorn's objections, he said, 'Bills like it result in', and I quote, 'attempts to peek into the bedrooms of history.' State

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Legislators are neither qualified nor right to do that. Now teachers in school districts can already choose to teach this material, but this is a new mandate for kindergarten through 12th grade. And that's why another opponent would be the School Management Alliance. But here's the real question, and for those of you who are considering voting for this, have you talked to parents and teachers in your home districts? What do they think? And I'm talking about a general audience not just activists who may have called you or visited your office. Here's what parents in my district said. How or why is a historical figures sexuality or gender self-identification even relevant? Especially when we're talking about kindergarten and elementary school history. Furthermore, there is no parental opt-out nor even any notifications. So the parents can know if, when, or how to talk about these topics with their children. Now let's agree... and I've talked with the Sponsor about this that we should... we should consider the undeniable contributions of notable individuals to our shared American history. You might have remembered last week, right here on the House Floor, there was a very appropriate tribute to social worker Jane Addams. Individuals like Jane Addams or Sally Ride, some of the proponents have mentioned her, she was the first female U.S. astronaut. These are examples that we already study. And we study them on the basis of what they've done. Not something elusive, not something speculative, and these are complicated matters and not appropriate for this grade level or being added as a K through 12 mandate. If adults want to study these topics, they are free to do so. If individual teachers or

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school districts want to introduce it they are free to do so. We shouldn't add this as a statewide mandate. Here's what teachers said when I asked them. They said that they're already struggling to get through the current curricular mandates. And the Sponsor mentioned some of those. My predecessor here in the statehouse she would actually read the full list of school mandates. It's a very extensive list. And it's only growing, it never shrinks. So the quality of study that we're offering to our young people suffers. While we just add to the quantity of the mandates list. Here's the fact, there are only two other states that have this. California has had it for a few years. New Jersey just passed theirs, but New Jersey's only starts in middle school. So this shows that Illinois would be an outlier, and it could create problems for our textbooks as well. This Bill actually addresses the Textbook Grant Program. It makes the approval of new history textbooks unnecessarily difficult. And that's, again, something that Eric Zorn mentioned in his column. He said that the California Board of Education turned down two new history textbooks because the books failed to address plausible speculations about the sexuality of certain historical figures. As I said, individuals that children and teachers already cover they're not excluded as the Sponsor said in her opening remarks. So, I want to close with this. You know we all know that we need to have a well-educated, well-informed citizenry. We have to have that if we're going to maintain our form of government, a self-government. But we're already badly failing to teach history to today's and future generations. We're not even covering the basics of our

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shared history. The Woodrow Wilson Foundation just did a study involving 41 thousand Americans. They covered... they tested Americans in all 50 states including Illinois. They found that only one-third of Americans could pass the U.S. Citizenship Test. So that is a test that an individual takes, it's a 10 question, multiple choice test. All you need to get is six... six answers right in order to pass. But out of all 50 states only one state barely passed, 49 states failed including Illinois. These are some of the questions they asked on that test. Name just one of the freedoms guaranteed in the First Amendment. Here was another, name just one of the responsibilities of Federal or State Government. So how did Illinois residents do on this test? We finished in the middle of the pack. And the two other states that already have this mandate or something very similar to it, they finished below Illinois. So they're not exactly setting a very good example that we should follow. So I would ask you to vote 'no' on this mandate. Thank you."

Speaker Burke: "Representative Gong-Gershowitz is recognized."

Gong-Gershowitz: "Thank you, Madam Speaker, Members of the House. I rise to support teaching LGBT history in our public schools. History gives a sense of our past. A window into ourselves and the larger world around us. As we evolve so too does our perspective on history. It's why my father spent the better part of his life teaching history through art. And my brother began his teaching career in public schools. And had House Bill 246 been introduced 15 years ago, my brother might still be a public school teacher in the Chicago suburbs. Instead he was subjected to hate mail, and called into the principal's

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office to explain why he answered a student's question honestly. My brother was teaching history and a student asked whether the historical figure that was the subject of the lesson was gay. He answered with the truth, 'yes'. And he because he refused to conform his teaching to the ideological and religious views of some, my brother was denied tenure. To deny or fail to teach the contributions that lesbian, gay, bisexual, and transgender people have made throughout our history as a nation and as a state is to deny historical fact. To exclude this information robs our children of facts that help inform our collective understanding of the world around us our shared history. To the Bill. Teaching LGBT history is an indispensable part of educating the whole of history. And I urge this Body to vote 'yes'."

Speaker Burke: "Representative Conroy is recognized."

Conroy: "Thank you, Speaker. Following up with what the past Representative said. I'd like to share a short story with you. When my youngest son, Will, who is currently 22 years old was in first grade he had a friend named Callie. And Callie had two moms. The kids didn't think anything of it. As a matter of fact, several of them said, why can't I have two moms? It's great to have two moms. What I learned from that situation was the kids accepted it a hundred percent, never even questioned it. It was the parents who had biases. The parents who chatted behind the kids and the parents backs. What I realized in that time with my young son was that literally bias creates intolerance. Intolerance leads to bullying. And bullying leads to hate. If we truly believe

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that we want to decrease suicide, anxiety, and depression in our children, I encourage you to please vote for this Bill."

Speaker Burke: "The Chair recognizes Representative Moeller to close."

Moeller: "Thank you, Madam Speaker. Thank you to those who provided personal stories and insight on the importance of this legislation. Truly all humans especially young... young people need to feel that they belong and that they're valued. By deliberately excluding or even inadvertently leaving out the history of LGBT contributions, our schools send the message that LGBT students don't belong and are not valued. I want to quote Art Johnston, who is one of the co-founders of Equality Illinois and the first openly gay man to be awarded an award of distinction by the Chicago History Museum. And his words have inspired me as I've worked on this legislation. And given me an insight into why this is such an important issue for so many in our state. He said, 'We have all been denied historically significant LGBT role models, and the price... and the price that we as a society have paid is incalculable. Every mythology and every stereotype that exists about people like me has only gained traction because there was no common history to counter it.' Let's change that narrative in Illinois. Let's give LGBT students a safe inclusive and welcoming environment. And ensure that all of our students have an accurate and comprehensive history and understanding of how LGBT individuals and movements have contributed and shaped our world today. I ask you for an 'aye' vote. Thank you very much."

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Speaker Burke: "The question is, 'Shall House Bill 246 pass?' All in favor vote 'aye'. All opposed vote 'nay'. The voting is open. Have all voted who wish? Have all voted who wish? Have all voted who wish? Have all voted who wish? Mr. Clerk, take the record. On this question, there are 60 voting 'in favor', 42 voting 'against', 0 voting 'present'. And this Bill, having received a Constitutional Majority, is hereby declared passed. On page... House Bill 252, Representative Guzzardi. Mr. Clerk, please read the Bill."

Clerk Bolin: "House Bill 252, a Bill for an Act concerning human rights. Third Reading of this House Bill."

Speaker Burke: "Representative Guzzardi is recognized."

Guzzardi: "Thank you, Madam Speaker. Thank you, Members. I rise presenting House Bill 252. This is a measure that is identical to provisions that we passed last year in this Body with bipartisan majorities. I look forward to us doing the same thing today. This measure simply extends protections against discrimination to every worker in the State of Illinois. All we're saying with this Bill is that the discrimination in the workplace is wrong and discrimination in the workplace should be illegal. Right now, the Illinois Human Rights Act protects employees against discrimination in the workplace provided that their employer has 15 or more employees at that place of work. That is aligned with federal law which creates a giant loophole where any business that has fewer than 15 employees is the employer... excuse me the employees are not protected against workplace discrimination in that place of work. Now there are many municipalities in the state that have passed Human Rights Ordinances at the local level which have expanded



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that coverage to cover every employee. The City of Chicago, the County of Cook other municipalities like Aurora or Bloomington have local Humans Rights Ordinances that are one or more employees. But if you live anywhere else in the state, it is perfectly legal for your boss to discriminate against you, to fire you, to deny you a raise or a promotion on the basis of your ancestry, or your religion, or the language that you speak. These should not be legal no matter what size your employer is. I believe that this... opposing discrimination is a basic principle that we share across the aisle and I look forward to everyone's support in passing this measure. Thank you."

Speaker Burke: "Is there any discussion? Representative Wheeler is recognized."

Wheeler: "Thank you, Madam Speaker. Will the Sponsor yield?"

Speaker Burke: "She will or he will."

Wheeler: "Thank you. Will, I just want to ask you which House Republican... no that's a different Bill."

Guzzardi: "My favorite question of yours, Representative. You know I've talked to you a lot about this Bill. I've talked to Representative Batinick a lot about this Bill."

Wheeler: "I think you have."

Guzzardi: "It's been my pleasure to share discussions on this topic with many House Republicans."

Wheeler: "I appreciate that, Will, and I always look forward to our discussions. Tell me, Will, in... under current law right now if you have less than 15 employees on your payroll, are there any protections in place for those employees right now?"

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Guzzardi: "In very specific areas. So we... the State of Illinois expanded its protection for pregnancy discrimination a few years ago. So if you're being discriminated against because you're pregnant then you have recourse no matter what size your employer is. But if you're being discriminated against because you are Latino, or Muslim or Christian..."

Wheeler: "But... but doesn't the EOC Civil Rights Act those have protections in place?"

Guzzardi: "...pertaining to race yes. So race and color are covered by Federal Law no matter the size of the employer. Pregnancy is covered specifically in Illinois Law, but many other categories of discrimination are not covered by the EOC or by state law."

Wheeler: "Okay and just for the record, Will, I wanna... there's probably a reason why the current statute was set at 15. In our discussions in the past we've talked about smaller employers and the impact that a frivolous claim might have on them. I know you've mentioned in the past that this doesn't require legal representation to be presenting in front of HRC. However, for almost any small employer you don't know this ahead of time. You have to get representation to understand how to defend yourself in the case of a frivolous claim."

Guzzardi: "Yes, so there's two things I want to bring up. I'm glad you brought up the question of frivolous claims. The first is that the process of... of remedying these claims was designed to be a process that takes both employer and employee needs in mind. So we created the Department of Human Rights to investigate claims that are made by employees and to

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determine if those claims have merit or not. So they do a thorough investigation of those claims before the Humans Rights Commission is brought in to adjudicate those claims. And then the second thing I would say is that I represent the City of Chicago, and I have...my district happens to be home to a ton of independent small businesses. And I talked to them at great length about this Bill. And not a single one of them said to me, boy, this has been a real problem for us, because we have all these frivolous claims happening. Because, again, the City of Chicago has these protections for every employer. So employers in my community large and small none of them has said we have had any sort of problem with an overwhelming number of frivolous claims. I just... I just don't think that that's a problem that we've seen. And the municipalities have already had this law in place."

Wheeler: "Well, I understand your point there and I'm glad you talked to your small businesses in your district, Will, as I do mine. Others have different interpretations and different concerns. One of which is the level of the fines that come along with this. If I understand right on a third offense, it's a \$75 thousand fine? Is that... do I have that correct?"

Guzzardi: "This Bill does not propose to change the level of fines for any existing."

Wheeler: "But that's already in place right now with the 15 or greater."

Guzzardi: "Right, we're not... we're not adjusting those levels."

Wheeler: "So a very small business on one so called offense could have three different charges against them which would then

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trigger the \$75 thousand fine. Which would put some businesses at eventually out of business."

Guzzardi: "I think... think that the third proven instance of legal discrimination by an employer there ought to be some penalties, frankly."

Wheeler: "Right, but that could have been one... one complaint, that's how we read it."

Guzzardi: "So multiple instances of discrimination in the work place. Yeah I think you ought to pay a price for that."

Wheeler: "No, I'm not saying you shouldn't pay a price for it. I'm just trying to say that's a very heavy penalty for a small business, who may not understand all these things, may need a chance to... to recover from that. So my point is, Will, there's a reason why they had set this at 15 in the past. I'm still of mind that while I want to help you find a way to eliminate discrimination, I don't know that heavy of a penalty in a situation where you're going to have to have legal representation. In light of the potential for fraud or frivolous claims... that just is imbalanced right now. I wish we could work together on this in a different way. I look forward to that in the future. At this time I can't support your Bill but I look forward to more conversation as well."

Guzzardi: "I understand. Thank you, Representative."

Speaker Burke: "Representative Batinick is recognized."

Batinick: "Thank you Miss... Thank you, Madam Speaker. Will the Sponsor yield?"

Speaker Burke: "He will."

Batinick: "Representative, just one quick question for you. Does this apply to independent contractors?"

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Guzzardi: "This applies to any employer in the State of Illinois with one or more employees."

Batinick: "Let me... the employee... does it imply to an independent contractor? So you hire an NIT guy to do some... that's self-employed to do a little bit of work for you. An independent contractor in the employee realm. Does it apply to them?"

Guzzardi: "So the statute has a definition of employee, which I can pull up here right in front of me right now. We're not changing the definition of employee. So whatever the existing definition in statute here will be retained."

Batinick: "Okay. It'd be wonderful to get your intent on record that this does not apply to independent contractors, non-social securitized employees."

Guzzardi: "Yeah, my understanding of the way statute works here and I'm checking with staff experts to make sure... Oh boy it got quiet. I'm checking with our staff experts to make sure of this. But my understanding is that anyone with whom you have an employee employer relationship whether... whatever their status may be. If you're their employer then for the duration of their employment, they are considered an employee."

Batinick: "Okay, so you don't know the answer as to whether or not it applies to independent contractors. I'm not trying to... I'm hoping your aide there can help out. But it's kind of a unique situation that I think would be important here."

Guzzardi: "My understanding is that if you're entered into a contractual relationship of employment with that contractor then for the duration of that relationship they are considered an employee."

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Batinick: "So I hire a company that... to be a roofer on my house. I'm not a... that's an independent contractor situation. That's not an employee of mine. But you're saying that then would be considered an employee?"

Guzzardi: "No, no that's not my understanding of how the statute works, Representative."

Batinick: "Okay, so it doesn't apply to independent contractors?"

Guzzardi: "No, I think in the instance of like a 1099... yeah, so I will happily find some more specifics about this. My understanding of the way statute works currently is that if you're hiring a contractor to fix your roof. You're not their boss right. You're not their employer. You're simply contracting them."

Batinick: "So 1099 employees is... hang on a quick second. Okay, I think your interpretation is correct. I just want to have the intent on the record that this is not for 1099 employees. Well, they're not employees, 1099 individuals, sub-contractors."

Guzzardi: "Sure. That is my understanding of current statute, again we're not proposing to change that."

Batinick: "Okay, thank you."

Speaker Burke: "Representative Davidsmeyer is recognized."

Davidsmeyer: "Thank you, Madam Speaker. Will the Sponsor yield?"

Speaker Burke: "He indicates that he will."

Davidsmeyer: "Representative, do you believe that this should apply to everyone? All employees?"

Guzzardi: "I'm sorry, do I believe what should apply to everyone?"

Davidsmeyer: "Do you believe that this should apply to all employees?"

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Guzzardi: "That the Human Rights Act should?"

Davidsmeyer: "Yes."

Guzzardi: "Yes, as a general principle. Yes."

Davidsmeyer: "Why does this exclude specifically public service employees and their staff? Elected officials."

Guzzardi: "Because we... you're talking about elected officials... we're not in an employment relationship right. Like you're... I don't know who you would consider your employer or my employer to be."

Davidsmeyer: "What about your campaign?"

Guzzardi: "So we're covered under separate statutes. There is separate statutes that covers elected officials and our staffs."

Davidsmeyer: "Why wouldn't we be as a... as a boss say a campaign or something of that sort. Why wouldn't we be covered under the same statute? Under the same things that the people in the State of Illinois will be covered by? Why shouldn't we have to be covered by the same law?"

Guzzardi: "My impression is that when we are entering into an employment relationship, for instance in a campaign, we're then covered by these same provisions. But in... when we work in... in our roles in government, right, we are not currently the subject of any employer/employee relationship. And that's why we're governed by separate statute that pertain specifically. And as you know there are ample statute that pertain specifically to elected officials regarding our rights and responsibilities with respect to discrimination."

Davidsmeyer: "We are specifically excluded from this Act. So where in current law are we included?"

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Guzzardi: "In... I'm not sure I understand your question, Representative. You mean discrimination... here is the trick you and I are... we're members of the General Assembly."

Daidsmeyer: "Correct."

Guzzardi: "We don't have an employer in the traditional sense, right? We don't have a boss who might deny us a promotion."

Daidsmeyer: "But it says and staff. And staff so the person in your district office cannot sue you for Human Rights violations, even though are contractually your employee. Why are they excluded? Why shouldn't they have the same protections?"

Guzzardi: "Right. So they... my understanding and again this is an area of statute, which I am not proposing to alter with today's Bill. My understanding is that elected officials and our staffs are covered in other areas of statute, right. And the rules that regulate us are elsewhere. If you're interested in working on a future provision that would apply the Human Rights Act to legislative staff, although again, my belief is that they are covered elsewhere in statute. I'm eager to work with you on that to make sure that every employee in the State of Illinois is protected from discrimination."

Daidsmeyer: "Where I'm from... to the Bill. Where I'm from what's good for the goose is good for the gander. And we shouldn't be excluded."

Speaker Burke: "Representative Mazzochi is recognized."

Mazzochi: "Thank you. Will the Sponsor yield?"

Speaker Burke: "He indicates that he will. Please proceed."

Mazzochi: "Will the employer and employee relationship also include, for example, if you're a working woman and you've



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hired a nanny. Can the nanny now sue you for Human Rights violations?"

Guzzardi: "So domestic workers... this Body has legislated around domestic workers. Previously, the Domestic Workers' Bill of Rights passed this Legislature separately. Again, I just want to remind the Body that this Bill does not propose to change the nature of the employer/employee relationship. It simply changes the number of employees that one may have in order to be covered by statute."

Mazzochi: "Right. But this would be covered, right, because the way in which the employer and employee is defined under your statutory provisions, if you hire somebody to work in your household, they get to sue you now under the Human Rights laws?"

Guzzardi: "Representative, all I can tell you is that this is currently status quo in the City of Chicago and the County of Cook, and we are not overburdened by frivolous lawsuits from nannies claiming discrimination. I can tell you that that is not a problem that the Chicago Commission on Human Rights has encountered to date."

Mazzochi: "The fact of that... of the matter is that I just want it to be clear that you're expanding the scope of liability so that any household employer if they hire one person is now covered under this law. Is that true or is that false?"

Guzzardi: "I believe if that employee signs a contractual employment agreement with your household. If you're filling out a W-9 for them and sending them a tax return, then yes they're your employee. If you pay 20 bucks to a nanny to watch your kid for an hour, I don't think that falls under the

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traditional employer/employee relationship. And I feel like it's exempted from a number of employment provisions that we have in the statute."

Mazzochi: "That's actually not what your statute says. But additionally, one of the things that was brought up during the committee hearing on this is... is that the agency staff don't believe that they have the manpower to be able to administer it. They're even having difficulties administering it under the 15 person limit. Have you actually done the calculations on how much additional staff is going to need to be hired in order to address this expanded jurisdiction?"

Guzzardi: "So... so, we actually had an important set of reforms last year to help address the backlog at the Human Rights Commission, which this Legislature passed in bipartisan fashion, which I believe will in fact help bring down the backlog of claims in that area. However, I don't believe that lack of administrative capacity should be a defense for legal discrimination. The fact that we don't have capacity to process claims of discrimination should not allow discrimination to continue under Illinois law. I find that a distressing argument frankly. And if folks are concerned about the capacity of the department, I urge you to work with us to make sure the department has sufficient staff to address the claims that come before them."

Mazzochi: "Well, I consider it to be unacceptable that lack of administrative capacity is why the Cook County State's Attorney doesn't prosecute a lot of things, and the spill over crime comes into my district. But I don't see anybody racing out to do Bills on that. To the Bill."

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Guzzardi: "I'm sorry, Representative, can you repeat that point?"

Mazzochi: "Yeah. To the Bill. Again, what we're doing is we're imposing a whole host of new burdens on not just employers but also individual households. And this doesn't seem to be well thought out. We don't actually have the funding support for it. And for that reason, I will encourage everyone to vote 'no'."

Speaker Burke: "The Chair recognizes the Sponsor... Representative Weber is recognized."

Weber: "Thank you, Madam Chair. As a small business owner I would just like to say. Would my... will this cause my liability insurance and for other small businesses liability insurance to go up? Because for many of us it would be a difficult task to be able to fight off a lawsuit. You know if we're not independently wealthy. So I guess I'm asking if this would open us up to increased cost of our liability insurance for our small business."

Guzzardi: "Not if you don't discriminate, Representative."

Weber: "Well, I think the cost of insurance would go up because I don't think that they are going to wait for you to discriminate. I think you have to cover yourself for a disgruntled employee that might say you discriminate. And you still have to fight those allegations."

Guzzardi: "Representative, I will repeat what I've said already on the floor, which is that many jurisdictions already have this in... in place: City of Chicago, County of Cook, Peoria, Bloomington, Aurora. Right. And we have not heard from those jurisdictions is an overwhelming volume of fraudulent claims, a sort of unsustainable increase in insurance or liability."

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I don't... the sense that this is going to cause some sort of impossible burden for small business owners to bare simply isn't borne out by the reality of the jurisdictions that already have this in practice."

Weber: "I appreciate that I would just like to say that this Body since I've been here has seem to have one after another increased cost. And I think when you start compounding all those costs, Illinois starts to look less attractive to outside businesses coming here. Thank you."

Speaker Burke: "Representative Tarver is recognized."

Tarver: "Thank you, Madam Chair. Just a couple quick things. Cause I love when my colleagues on the right talk about small businesses. I'll remind everybody that I have a couple small businesses myself. You know what's free, Representative Guzzardi? Here's what's free for business: to not discriminate. That's what's free. You know what's free for the nanny who has the money to hire a nanny? God bless her for being that fortunate. You know what's free for her? To not discriminate. So the cost is actually very, very simple. You just simply don't discriminate. It's not a very difficult thing. The other thing is as far as attracting business to Illinois. Here is the business that we don't want in Illinois: the ones that discriminate. There's a common theme here. All you have to do is be a respectable human being, obey the law, and things are fine. Okay? And the last quick point is that you already pay for insurance, them adding one more thing to your policy is not going to put anybody out of business. Everybody stands up and talks about businesses leaving and things like that. Cite for me one business that left the State

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of Illinois that had over 15 employees, and they left because of you know a discrimination claim. It's absolutely ridiculous per... per usual. Thank you."

Speaker Burke: "Representative Guzzardi is recognized to close."

Guzzardi: "Thank you, Madam Speaker. Thanks for the spirited debate as always. I want to echo the remarks of one of my colleagues from across the aisle. Which is... you put it very well, a sort of an elegant summary of my Bill, what's good for the goose is good for the gander. We have discrimination protections in this state for employees with 15 employees, and 20 employees, and 30, and 100, and a thousand. It's working just fine for all of them. We simply want to apply those same protections to businesses with 5 and 10, and 12, and 14 employees. What's good for the goose is good for the gander. Vote 'aye'."

Speaker Burke: "The question is, 'Shall House Bill 252 pass?' All in favor vote 'aye'; all opposed vote 'nay'. The voting is open. Have all voted who wish? Have all voted who wish? Have all voted who wish? Mr. Clerk, take the record. On this question, there being 74 voting 'in favor', 40 voting 'against' and 0 voting 'present'. House Bill 252... and this Bill, having received the Constitutional Majority, House Bill 252 is declared passed. We'll proceed to House Bill 834, offered by Representative Moeller. Clerk, please read the Bill."

Clerk Bolin: "House Bill 834, a Bill for an Act concerning employment. Third Reading of this House Bill."

Speaker Burke: "Representative Moeller is recognized."

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Moeller: "Thank you, Madam Chairwoman. Today I am happy to present House Bill 834, which strengthens the State of Illinois Equal Pay Act. And also introduces a prohibition on employers from asking for prior wage information during the hiring process. As many of you know, Illinois ranks 38th in pay equity, with women on average in our state earning roughly 78 cents to every dollar for their male colleagues or 22 percent less. For African-American women the disparity is even larger with... with their co-hort making roughly 37 percent less. And for Latinas they make on average 51 percent less than their white male colleagues. Over their lifetime female workers lose roughly \$433 thousand in earnings due to the wage gap. And earning less than their male peers' means that women have fewer choices. They have fewer options in the neighborhoods in which they live. The educational opportunities they can provide for their children and even the food that they put on their table. In the long run the pay gap contributes to a less secure retirement and higher poverty rates. With 11 percent of elderly women living in poverty compared to six percent of elderly men. Overall the pay gap makes achieving economic sustainability more difficult for women and their families. I know that every Member of this Body cares about fairness and insuring that workers are paid for their performance and not characteristics that they cannot control such as gender and race. And indeed the Equal Pay Act has been the law for more than 50 years. And it's been illegal to pay women less for equal work, but the wage gap remains and is expected to remain until 2065 if we maintain the status quo. It's time to address the systemic practices that

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perpetuate and contribute to the wage gap. That's why for the third year in a row, I am introducing this legislation to strengthen our Equal Pay Act. There are three approaches to addressing this. The first is that this Bill requires that the state in our Equal Pay Act delineate that wage differences between men and women must be based on factors other than sex or gender. Employers can pay different salaries but those differences must not be based on gender or sex but on business related criteria, such as level of education, years of experience, job performance, and other business related factors. This Bill would also make it unlawful for an employer to prohibit an employee from sharing his or her wage information. And it would also prohibit an employer from requiring a job applicant to disclose again their prior wage information. This Bill has passed two years in a row in the General Assembly... in the General Assembly with bipartisan majorities. Unfortunately, it was vetoed two years in row by our former Governor. I am very hopeful that we will once again pass this legislation in the House and Senate. And I have been affirmed... assured by our Governor that he will sign this legislation this year. So with that, I would be happy to answer any questions. Thank you."

Speaker Burke: "Is there any discussion? Representative McDermed is recognized."

McDermed: "Thank you, Madam Chairman. Anna... Representative Moeller, has there been... have there been requests or opportunities to negotiate this bill in the past? Or even this year?"

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Moeller: "Yes. From the beginning... from the initial introduction of this legislation, we have engaged in discussions with different stakeholder groups that are concerned about this issue."

McDermed: "And yet no change or compromise has been reached has it?"

Moeller: "This Bill... the language in this legislation has changed from when it was first introduced two years ago, yes."

McDermed: "All right. To the Bill. Everyone who has been here before knows that I spoke on behalf of this Bill in the prior two years. And this year I took a little bit different approach and filed my own Bill, which of course is going exactly nowhere. But one reason that I took a different approach is that while everyone here agrees what the problem is, the wage disparity between women and men in the State of Illinois, and actually everywhere in the United States, I think where we differ is in the remedy. And I think that this Bill goes too far, and we've been unable to reach any kind of a compromise on going too far in this area. My Bill also does everything that the current Bill under discussion does, which is to prohibit requesting wage history. And there are... already exist prohibitions in the law on prohibiting employees from discussing history or penalizing them for discussing history among themselves. And I think when we're talking in the current Bill about penalties of \$10 thousand per violation and not allowing employers to defend themselves that we're going too far. We've got a little too much of that going on already in the new administration and in the new General Assembly. We've had the \$15 an hour, and we're... we've got a



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lot more Bills that are coming down without a lot of opportunity to discuss or to compromise or to bring a remedy that not only deals with the issue, but also provides some balance for people who are creating jobs. And when we have fewer job creators in the State of Illinois, who are the most vulnerable people to being jobless and those are women. Who are... and especially women of color as my colleague in the front is reminding me. So I think that we could do better than this Bill. I think we could do some of the things that have been suggested to us by our business community without gutting the protections for women that are in both of these Acts. So what I'm going to suggest to folks is that you vote 'no' and wait for my Bill, 881, to come out, which is... I think a better solution. The entire disparity in wages for women and men in the State of Illinois will not be reduced by this Bill. This is just one little tool... many of the reasons for that disparity are much more deeply rooted than simply asking female applicant for her past history. It's a good tool we should implement it, but we could do it in a lot less drastic way. I'm going to ask you to vote 'no' and wait for my 881 to come out which is a better, more workable solution. Thank you."

Speaker Burke: "Representative Carroll is recognized."

Carroll: "Thank you very much, Madam Speaker. To the Bill. I spoke on this issue last year, I'm going to speak on this issue this year. The most important person to me in my life is my wife. My wife is an attorney with a law firm. Last year, she made \$60 thousand less than a partner with the same equity and her part of her part of her practice brought in more money

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than his part of the practice. So what did her firm do in response? They said, well, we'll make it more even we'll give you a \$30 thousand raise to bridge the gap to \$30 thousand. So there is major discrimination in pay throughout this state. This is an excellent first step in the process of trying to equalize the playing field for women. And I applaud Representative Moeller for trying to put this Bill through for our people of the State of Illinois. Thank you."

Speaker Burke: "Representative Wheeler is recognized."

Wheeler: "Thank you, Madam Speaker. Will the Sponsor yield?"

Speaker Burke: "She indicates that she will. Please proceed."

Wheeler: "Anna, I know we've discussed this Bill a number of times. I'm... just put a few things on the record just for clarity's sake."

Moeller: "Sure."

Wheeler: "The comparison you mentioned at the outset of your remarks was a 22 percent wage gap. Was that... did I hear you correctly?"

Moeller: "Yes."

Wheeler: "And if I remember our discussion in committee correctly that was in reference to an accumulated wages of male and female workers. Is that right?"

Moeller: "This is the average wage gap."

Wheeler: "Okay, so it's not..."

Moeller: "Across industries, yes."

Wheeler: "...so it's not considering similar job to similar job?"

Moeller: "It compares women and men working in the same industries, but it's across industry."

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Wheeler: "So it's an aggregated approach. So rather than saying is if you work in this specific position or in the same one compared to... it's a smaller gap. Am I right about that?"

Moeller: "Not based on studies that I've seen. This is... this is women and men working in similar or same positions across industries, but the industries are aggregated. It's not focused on one specific industry."

Wheeler: "I... I think we had testimony in committee that was different than that. I think it was closer... one measure was around 3 percent and one was 9 or 10. Now, this being on record that doesn't mean that's right. And I agree with you the fact that we want to get to zero as a goal."

Moeller: "Correct."

Wheeler: "And I also want to mention that... that's my colleague who already spoke regarding her Bill, is a Bill that the business community is willing to work with you on, but we haven't gotten that far yet? Because you aren't... you don't want to have affirmative defense in a Bill like this right now. Right?"

Moeller: "Correct. The language that the prior Representative alluded to that she's included in her language is the language that Raun... that former Governor Rauner placed in his... in his veto language... his veto message language. And essentially what it does is it gives employers who have been found to discriminate based on gender the ability to provide for an affirmative defense if they can demonstrate that they are making progress, which is not defined in ending the discrimination. And you know this was brought to us early on when we first introduced the Bill. And again, you know

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Governor Rauner had requested this similar language. We see that as actually anti-equal pay legislation. It... it's not even neutral. So, we couldn't... it would weaken our existing Equal Pay Act in Illinois if we were to implement that affirmative defense. We want to... we want to make sure that companies are ending their discriminatory pay practices, not giving them a way to escape liability from doing that. So using that language and terming it as part of an equal pay effort is disingenuous and mischaracterizes the ending result of that language if it were to be implemented."

Wheeler: "Well, Representative, I... I beg to differ slightly here because I believe the State of Massachusetts did exactly what you're talking about, and they think that is a favorable approach."

Moeller: "That... well Massachusetts included in the language in order to as... as a compromise in passing their Bill. Massachusetts has a different employment environment than Illinois. They are 13th in the country in terms of closing their wage gap. Illinois is 38th in the country. So the severity of their problem is a lot less than the severity of the problem in Illinois."

Wheeler: "Okay. Well, at the same time employers are still employers in both states. My point to you is, we don't know the results of how the language, you have drafted and are trying to pass today, will actually function. We don't know fully the results of Massachusetts because it's only been in place for a very short period of time. We're not even certain if wage history... the prohibition of actually asking for that has the functions... intended effect you're trying for. But we

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are willing to try in the same vain as Massachusetts providing that companies, who actually find a problem, solve the problem, and demonstrate that to a judge. Are saying, hey, you know what? You do the right thing that's a good thing. That's a good thing. This is a punishment question. To the Bill. Ladies and Gentlemen, I have mentioned this many times on the floor with the Representative from Elgin here. That we all want to solve this problem of the wage history or the wage salary gap in the gender field.. category. This Bill goes too far. I wish the Sponsor would come back and work with the business community, with the Republican Party Members here who want to do the same thing. We want the same result, we find a different way to get there. Please vote 'no'. Thank you."

Speaker Burke: "Representative Walsh is recognized."

Walsh: "Thank you, Madam Speaker. I would like the record to reflect that my intention was to vote 'yes' on House Bill 252."

Speaker Burke: "The record will so reflect. Representative Scherer is recognized."

Scherer: "Thank you, Madam Chairwoman. I hadn't intended to stand up on this Bill, because I just thought it would pass for sure with a unanimous vote. I can't imagine anyone being opposed and saying that person A versus person B that does the same job shouldn't be paid the same amount. So I could stand here and I could give hundreds of examples that I have witnessed personally, but I really just don't see it being necessary. I would certainly expect to see a unanimous vote

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because I can't imagine anyone voting against equal pay for equal work. Thank you."

Speaker Burke: "Representative Mazzochi is recognized."

Mazzochi: "Thank you. Will the Sponsor yield?"

Speaker Burke: "She indicates that she will. Please proceed."

Mazzochi: "All right. Representative Moeller, you indicated that there were some statistics where women were not getting paid the same amount as the male counterparts. So if you're an employer who does actually believe in equal pay and you're willing to pay women more and you want to go find those women who are being underpaid, how is an employer supposed to do that under your Bill? Because you've prohibited them from inquiring into salary and benefit information."

Moeller: "It... the Bill is constructed to equalize the Pay Act. We're not calling for women to be paid more than men for equal work. We're calling for equal work between men and women for equal... equal pay for equal work. So..."

Mazzochi: "No, I understand that, and that's why I framed my question the way that I did."

Moeller: "And there's nothing that prohibits an employer from negotiating a wage offer with a candidate who's applying for a position. There's nothing that prohibits that in this language."

Mazzochi: "Right."

Moeller: "The only prohibition is that they ask for their prior wage information."

Mazzochi: "Right, but see this is my point though. If you're an employer and you want to find the underpaid women so that you can hire them at equal pay, because you would assume they're

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going to want to move to my firm if I'm doing equal pay versus another firm where they're underpaid. How am I supposed to find those women who right now are being underpaid? Because as an employer you're prohibiting me from asking that question under this Bill."

Moeller: "I don't... I don't quite understand your logic. When you... when you indicate that they're underpaid. You mean receiving a less salary than what you're offering as an employer?"

Mazzochi: "No, let me start over. So we have a woman who is working for employer A, and let's say she's one of those women who meets your statistic of only being paid 78 percent on the male dollar. I am with employer B. I'd want to find that woman and hire her. Because that means if I'm committed to equal pay, I might actually get a better employee at the comparable salary range. How can I go find her to recruit her if I under this Bill am prohibited from asking her what her salary is? This is from the framework of employer B just to be clear."

Moeller: "The Bill is silent in terms of recruitment or you know soliciting candidates to apply for positions. It allows employers to conduct studies or access data that shows average salaries in industries or in markets. All of that information is still available to an employer to determine where they're going to set their pay scale. So that they're competitive in the market."

Mazzochi: "Right... right. I... I still..."

Moeller: "That would... That is still permitted under this legislation. The only thing that is not allowed because more often than not this information is being used to low ball a wage offer, not your hypothetical situation that you're

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referencing. More often than not this information is being used to pay women less than... than their market value. And so, you know, you can... there are hypotheticals that you can throw out all day. But I think fundamentally the situation that you described is not going to be affected by this legislation."

Mazzochi: "No, see this isn't a hypothetical because I live these types of hypothetical... these things in the actual real world when it comes to recruiting. Because I'm very proud that my law firm frequently recruits high-powered competent women to engage in legal work. And I absolutely want to try to find those women who are not being paid at another firm. Particularly not even in this state in other states so that I can try to attract them to my law firm. In Section B(5) of this Bill specifically says, it will be unlawful for an employer, employment agency, or an agent thereof, or an employee thereof to screen job applicants based on their current or prior wage history. So what you're telling me is I can't go try to find those women, who I think are being underpaid and with the goal of trying to pay them more. You're prohibiting me from... from doing that. That's very different from saying I'm going to do a wage posting. And I'm going to make sure that I'm not discriminating based on the wage posting. That's a different situation. The situation I'm talking about is covered by your Bill. And your Bill is prohibiting that very thing. And that's one of the things that I'm concerned about. And I've raised it before and I'm disappointed that no effort has been made to try to fix that. Because I do believe in equal pay for equal work. And what you're doing is you're actually making it harder for the



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market to self-correct and actually get women to that status.  
And for that reason I'm a 'no'. Thank you."

Speaker Burke: "Representative Batinick is recognized."

Batinick: "Thank you, Madam Speaker. I'm going to go quickly to the Bill. I think the previous speaker eloquently bought up a situation that we hadn't pondered. We've been debating this Bill for several years. And she brought up a situation that nobody in this Body that hadn't... hadn't been here before talked about. We do Bills with good intentions, yet we don't know what all... what all the unintended consequences are gonna be. There's been one study that I've been able to find on this concept. One. And that study said that this sort of action actually hurts women doesn't help it. So I'm not going to care about the mailers. I'm not going to care about what's going to happen in the campaign. I'm going to stand up for women, and I'm going to vote the way the study says we should vote. And I'm going to vote 'no'. And follow that one study that says this concept is bad for women not good. Thank you."

Speaker Burke: "The Chair recognizes Representative Moeller to close."

Moeller: "Thank you. I appreciate the... the discussion around this issue and the thoughtful commentary. To address one of the main concerns that was just raised by the Representative from DuPage County. There is nothing in this legislation that prohibits employers from advertising the wages that they're offering or negotiating with candidates the wages that they're offering. Those... those practices are still in place even with passage and signage of this legislation. But what this Bill will do is finally get to one of the systemic causes

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for the wage gap that has persisted for far too long in our state. And that is extending discriminatory pay practices or penalizing women who leave the workforce to take care of their children or to take care of their families, and when they reenter the workforce being offered a salary that's lower than their... than their worth. If we care about closing the pay gap in this state, this is the first step to doing that. This is a very long time in coming. And I hope... and I hope all of my colleagues will support me on this. I'm gratified that Governor Pritzker has indicated that he supports this issue and will sign this once it's passed through the General Assembly. So, thank you again for the discussion. I urge an 'aye' vote."

Speaker Burke: "The question is, 'Shall House Bill 834 pass?' All in favor vote 'aye'; all opposed vote 'nay'. The voting is open. Have all voted who wish? Have all voted who wish? Have all voted who wish? Mr. Clerk, take the record. On this question, there are 86 voting 'yes', 28 voting 'no', 0 voting 'present'. And this Bill, having received the Constitutional Majority, is hereby declared passed. We're moving to Order of Resolutions. On page 13 of the Calendar, under Order of Resolutions, we have House Joint Resolution 1 offered by Representative Thapedi. Out of the record. We have House Joint Resolution 16, offered by Representative Murphy. Representative Murphy."

Murphy: "Thank you, Madam Speaker. This Resolution would put together a task force to study something that the City of Springfield has been doing for years that has saved them several hundred... several hundreds of thousands of dollars in

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regards to their healthcare. It... and all it is asking a task force be put together and formed. I welcome any questions."

Speaker Burke: "Is there any discussion? Representative Davidsmeyer is recognized."

Davidsmeyer: "Still waiting to introduce my Page. Thank you."

Speaker Burke: "Representative Murphy moves for the adoption of House Resolution... House Joint Resolution 16. All those in favor vote 'aye'; all opposed vote 'nay'. The voting is open. Have all voted who wish? Have all voted who wish? Have all voted who wish? Mr. Clerk, take the record. On this vote, there are 113 voting 'yes', 0 voting 'no', 0 voting 'present'. And this Resolution, having received the Constitutional Majority, is hereby adopted. We have House Joint Resolution 24, offered by Representative Mah. Representative Mah is recognized."

Mah: "Thank you, Madam Speaker. HJR24 supports legislation in Congress to close a loophole that affects thousands of internationally adopted individuals when the Child Citizenship Act of 2000 passed. The Child Citizenship Act of 2000 granted automatic citizenship to internationally born children adopted by American citizen parents. But those born before 1982 were left out of the legislation and could now be subject to deportation. This Resolution passed with unanimous bipartisan support out of the Adoption and Child Welfare Committee. And I urge your 'aye' vote. Thank you."

Speaker Burke: "Is there any discussion? Representative Williams is recognized. Representative Sommer is recognized."

Sommer: "Thank you, Madam Speaker. To the Resolution. I urge and invite my colleagues to support this Resolution. It's an

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important measure. It's an important measure to many families in this state. It's an important measure to my wife and myself as adoptive parents of children adopted abroad.. from abroad. There's been a loophole in federal statute regarding these children. You should know that all adopted families of children from abroad worry that should the day come when they're no longer here that their children will somehow not be afforded their full rights of citizenship. Therefore, I urge your consideration and full support of this measure."

Speaker Burke: "Representative Mah moves for the adoption of House Joint Resolution 24. All those in favor vote 'aye'; all those opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the Resolution is adopted. House Resolution 34, offered by Representative Davis. Representative Davis is recognized."

Davis: "Thank you very much, Madam Chair. House Resolution 34 is an effort... it's a Resolution that we've passed several times before with regard to promoting the U.S.-Taiwan relationship. The Resolution encourages our support for their continued participation in bilateral agreements like the World Health Organization. It also recognizes the fortieth anniversary of the U.S.-Taiwan Relations Act which helped to solidify our relationship with... with Taiwan. I believe that's it and I'll be more than happy to answer any questions."

Speaker Burke: "Is there discussion? Representative Thapedi is recognized."

Thapedi: "Thank you, Madam Chair. And to the Resolution. I strongly encourage Members to support this Resolution. The Taiwanese have been one of our top trading partners. And we

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have to continue to develop that relationship. They have on more than one occasion made themselves available to us to answer any and all questions that we have in terms of what we can do to further strengthen the relationship. Leader Davis has been doing this Resolution year after year after year. And all that happens is that our relationship with the Taiwanese people continues to grow and grow. So, I strongly urge an 'aye' vote on this Resolution."

Speaker Burke: "Representative Arroyo is recognized."

Arroyo: "Madam Chair, I'm here just to say hi to everybody and talk to everybody. Because somebody kind of hit my button. So inadvertently so they just like to see me talk to everybody. So good afternoon, everybody. How you doing today? I'm glad to be here. And I can't wait to we adjourn and we go to committee. Cause I got a lot of Bills in committee. Thank you."

Speaker Burke: "Representative Sommer is recognized."

Sommer: "Thank you, Madam Speaker. This is indeed a bipartisan Resolution. The International Trade and Commerce Commission... Committee takes it seriously. And we need to do everything we can to further our relations as business wide around the world. Thank you."

Speaker Burke: "Representative Davis moves for the adoption of House Resolution 34. All those in favor say 'aye'; all those opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the Resolution is adopted. Moving to House Resolution 56, offered by Representative Jones. Representative Jones is recognized."

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Jones: "Thank you, Madam Clerk. I mean, Madam Speaker. Give me a minute please. House Resolution 56 is the result of South Suburban legislators getting together to enumerate our priorities in the South Suburbs. We have five points. First, would be to the Peotone Airport, local trauma center, Illiana Tollway, property tax reduction, and a local government distributor fund. We want to make sure that we clearly state to the Governor, we want to make sure that South Suburbs is paid attention to. This Resolution not only asks the Governor to look at our priorities, but also consider supporting these projects. I know of no opposition. And I would ask for your 'aye' vote."

Speaker Burke: "Representative Jones moves for the adoption of House Resolution 56. All those in favor say 'aye'; all those opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the Resolution is adopted. House Resolution 57, offered by Representative McDermed. Representative McDermed is recognized."

McDermed: "Thank you, Madam Chairman. This is a Resolution that I brought because I have so many actual phone calls to my district office where constituents are complaining about robocalls. So staff and I investigated the situation with robocalls but largely these type of communications are governed by the FCC. So for me as a Member of the Illinois General Assembly to presume to regulate in this area is futile and inappropriate. So my goal with this Resolution is to urge Congress, our Members in particular, and Congress in general to do their jobs, to exercise their federal authority, and to require implementation of all sorts of new technology that

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now exists to prevent these type of robocalls. Just as we... as the Federal Government has acted in other areas of fraud, we need them now to act in this area of preventing the robocalls. There's a lot of new technology that they could implement. So they need to get busy and take their focus off what they're focused on right now, and deal with something that makes a difference to each one of our constituents every day. And order the implementation of anti-robocall technology by the folks they regulate. So I urge everyone's support, because your constituents are suffering from these calls as well. Thank you."

Speaker Burke: "Representative Ammons, do you wish to speak on the Resolution?"

Ammons: "Yes, Madam spokes..."

Speaker Burke: "Please proceed."

Ammons: "Thank you very much. I just wanted to ask Representative McDermed, why did you do this as a Resolution as opposed to a Bill? Seeing that this is a very big challenge in communities. And people are complaining in my district as well. I get a thousand of these robocalls on my cell phone. And I'm always confused by how this is happening. Had you given thought about making this an actual Bill so that we could address it?"

McDermed: "It was originally a Bill, Representative. But it's really not within our prerogative to do this. I suppose we can but it's really a federal issue. And you know let's tell our Congressmen to quit messing around with a bunch of stuff they're never going to get accomplished and accomplish this. They could do this very simply."

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Ammons: "And is there any reason why the ICC for us could not help regulate this a little better for Illinois?"

McDermed: "I don't think piecemeal regulation is appropriate in this area. The technology needs to be implemented by the folks that have control over robocalls on a national basis. To do this 50 different ways makes no sense. This is a... FCC has primary jurisdiction. Get off your... and do it."

Ammons: "Well, certainly we can't control what they do, as I was told on a Resolution going to Congress, we can't tell them what to do they say. But I support your initiative to tell them what to do. Thank you so much."

Speaker Burke: "Representative McDermed moves for the adoption of House Resolution 57. All those in fervor... favor vote 'aye'; all those in favor say 'aye'; all those opposed say 'nay'. And in the opinion of the Chair, the 'ayes' have it. And the Resolution is adopted. House Resolution 60, offered by Representative McDermed. Representative McDermed is recognized."

McDermed: "All right. This is another constituent initiative. And I imagine that like you, have a number of veterans' organizations in my district and the organization to which I refer in this case is the New Lenox VFW. This has been an issue very near and dear to the heart of the New Lenox VFW for a number of years, and they have been working to get this fixed. And they've asked for my assistance now. And the issue that we're addressing is the issue of Blue Navy Vietnam veterans who have suffered from the effects of Agent Orange. And up until now the only folks who have been allowed by the Veterans' Administration to use the veterans' benefits for



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Agent Orange symptoms are folks that were on the ground in Vietnam and what they call brown-water navy. In other words, people that were on vessels in the rivers. And so folks that were on larger ships off shore Vietnam notwithstanding that they were exposed to the chemical either because it was on their ship or because they were using water that was contaminated... off shore water that was contaminated with Agent Orange and were exposed to it, have not been allowed to collect veterans' benefits. And so my VFW asked me if you know this is something they've been asking and begging for, for years. And they asked me to get involved and I couldn't say no. So I am asking all of you to join me once again in asking Congress if they would please extend these benefits to Blue Water Navy. That is veterans' benefits for aging orange... Agent Orange exposure to Blue Navy Vietnam veterans. And I ask for you 'aye' vote."

Speaker Burke: "Representative McDermed moves for the adoption of House Resolution 60. All those in favor say 'aye'; all those opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the Resolution is adopted. Representative Stuart for what reason do you seek recognition?"

Stuart: "Thank you. Point of personal privilege."

Speaker Burke: "Please proceed."

Stuart: "Thank you. On behalf of the House Democratic Women's Caucus, I would like to bring forth a woman in Illinois history to represent today. As I thought about who to talk about, we talk about women who go into space and have you know served in Legislatures and even been First Lady, but sometimes women that make a difference do so in really small

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ways. So I picked a local woman who made a big impact in my community and her name is Alma Irene Aitch. She was commonly known as just Irene Aitch. She was born in Union, Missouri and obtained a certificate from Lincoln Normal School in Teaching and soon after she received her graduate... her post graduate degree from Lincoln University in Jefferson City. Irene Aitch began her teaching career as an aide in Jefferson City in 1923. To her family she was known as the long term educator, always promoting the importance of education to her family. A year after becoming a teacher's aide, Aitch began her career as a teacher for the Lincoln Grammar School right in my hometown of Edwardsville, Illinois. During this time in the early twentieth century, it was very difficult to hold a teaching position for women of color. This was the desegregation period in our history, which left many educators out of color... I'm sorry many educators of color out of work regardless of their capabilities. But Irene Aitch did not stop and she continued to pursue her goal of helping young people. She committed herself and worked tirelessly to inspire young people to continue their own education. Her courage exemplified the necessity of gaining a world class education. And expand to... she worked to expand her students' views well beyond their circumstances. She also focused her efforts on more than just education. She was a devoted volunteer for the Madison County Tuberculosis Sanitarium. She served as Secretary for the Church Women United. She also volunteered for the Girl Scouts, the Edwardsville Area League of Women Voters, and the Madison County Historical Society. On her 100th birthday, she was honored by the Missouri House

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of Representatives to highlight her countless achievements in her lifetime. Just in 2017, I was fortunate enough to attend a ceremony at the Mannie Jackson Center for the Humanities Foundation, which opened to the Public the Alma Irene Aitch STEM Center in Edwardsville, Illinois. The testimonials about Ms. Aitch as everyone lovingly referred to her were very heartwarming. The center's mission is to give students from underserved areas an opportunity for an equal education in programs that bind the humanities and STEM. The life and work of Alma Irene Aitch are remarkable and have impacted educational values for students all over the world for decades. I think it's important to always notice we can make changes in people's lives big or small. And I thank Irene Aitch for being a role model."

Speaker Burke: "Representative McDermed is recognized."

McDermed: "Thank you. I'm standing up today to talk about a woman, who has had a significant impact on my career and the women's equality movement as a whole, Myra Bradwell. She was born in Vermont but her family moved to Schaumburg when she was 12. She and her husband eventually settled in Chicago. She began her legal career apprenticing as a lawyer in her husband's office and assisting in research and legal writing. In 1868 Bradwell founded the *Chicago Legal News*, a widely circulated paper that published information about court opinions, laws, and court ordinances. Despite being supremely qualified and having the support of a federal judge and the State's Attorney, in 1869 the Illinois Supreme Court denied her application for a law license on the grounds that as a married woman she could not enter into any legal contracts. Bradwell

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appealed to the U.S. Supreme Court claiming that refusing to admit her to the Bar because she was female violated her 14th Amendment rights. In 1873 *Bradwell v. Illinois* in that case the Supreme Court held 7 to 1 that the privileges and immunities clause of the 14th Amendment did not include the right to practice a profession. As unthinkable as it might be to hear today, Justice... Joseph Bradley wrote, the natural and proper timidity and delicacy which belongs to the female sex evidently unfits it for many of the occupations of civil life. The paramount destiny and mission of women are to fulfill the noble and benign offices of wife and mother. Anyone who has ever met me or any of my female colleagues here in the General Assembly know that as members of the so called fairer sex, I am proud to be a wife and mother. And no one would ever call me timid or any of my sisters here. While Bradwell did not make any further attempts to gain her license. She assisted women in other states attempting to study law and gain law licenses in their own states. She continued to publish the *Chicago Legal News* and became active in the Women's Suffrage Movement serving as Secretary of the Illinois Women's Suffragette Association. In 1890, the Illinois... the Supreme Court recognized the error of their ways and acted on its own motion to approve her original application. However, Myra was not the first female lawyer in Illinois that honor goes to Alta Hulett. While Myra pursued her advocacy through the courts, Alta petitioned this Body, the Illinois General Assembly, and in 1872, we passed a State Law prohibiting gender discrimination in admission to any occupation or profession except the military. At just 19 years of age, she

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became the first woman accepted to the Illinois Bar. She practiced law in Chicago and continued to advocate for 3 years until her unfortunate death at 22. Their efforts helped paved the way for other pioneers like Ida Platt, the first African-American woman to graduate from Chicago Kent College of Law. In 1894, she became the first African-American woman licensed to practice law in Illinois. And only the third in the U.S. Myra and Alta didn't just help forward the rights of women who wanted to be lawyers. To support women's suffrage and efforts to gain employment, Myra helped to write the Illinois Married Women's Property Act. And with Alta she wrote the Earnings Act of 1869. I guess we're still working on that. Both Bills allowed married women to control their earnings and property. I'm able to stand here today with my sisters because these women stood up first. We are proud to call them native daughters."

Speaker Burke: "Representative Mason, what reason do you rise?"

Mason: "Point of personal privilege, Madam Speaker."

Speaker Burke: "Please proceed."

Mason: "Thank you. Fellow Legislators, you may notice I have an incredibly special guest here on the floor of the House with me. Julia Davis lives in Gurnee, she is a freshman at Lake Forest College studying to be an Illinois teacher. She is a longtime volunteer, advocate, has worked with children. She is also the reason I get up in the morning. And for sure the reason I am standing here today doing what I do, my daughter, Julia. Please help me welcome her."

Speaker Burke: "Representative Davidsmeyer, for what reason do you rise?"

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Davidsmeyer: "Thank you, Madam Speaker. Point of personal privilege."

Speaker Burke: "Please proceed."

Davidsmeyer: "I thought you were mad at me for a little while, I was starting to get a complex but I appreciate the recognition."

Speaker Burke: "I'm never mad at you."

Davidsmeyer: "I want to introduce... we've talked about a number of impressive people today. I want to introduce somebody from my district, Kyler Jo Spencer, very impressive young man. This is his second time paging with me. He said every year it gets better because he starts to understand more of what's going on. This is a gentleman who pays attention to what's going on probably more than the average general... member of the general public. So I appreciate him here. And I want to introduce his... his mom, Shelly, up in the gallery here. If we could give him a warm Springfield welcome. Thank you."

Speaker Burke: "Representative... Representative Halpin, for what reason do you seek recognition?"

Halpin: "Point of personal privilege, Madam Speaker."

Speaker Burke: "Please proceed."

Halpin: "Well, Madam Speaker, I too, was getting worried we would never get to meet Representative Davidsmeyer's Page. So I am excited that we did that. But I want to honor someone. I am privileged to have my family here with me in Springfield today. Two of the most important women in my life: Mary Ann and my daughter, Natalie, she's seven, and then also my son, Will, who just turned five yesterday. So just give them a warm welcome."

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Speaker Burke: "Representative Williams, for reason do you seek recognition?"

Williams: "Thank you, Madam Speaker. Point of personal privilege."

Speaker Burke: "Please proceed."

Williams: "I just wanted to announce some friends in the gallery today that are here with the MS Society, the Illinois chapter. Some of them have left the building, but they've put a long day in lobbying. So welcome to the MS Society today."

Speaker Burke: "Representative Barbara Hernandez, for what reason do you seek recognition?"

Hernandez, B.: "I raise a point... a point of personal privilege."

Speaker Burke: "Please proceed."

Hernandez, B.: "Thank you, Miss... Madam Speaker. I am truly excited to be here with everybody and I want to thank you everybody for welcoming me with open arms. It's great to meet everybody. I'm super excited to start working with everybody. And thank you so much, appreciate it."

Speaker Burke: "Representative Will Davis, for what reason do you seek recognition?"

Davis: "Point of personal privilege, Madam Speaker."

Speaker Burke: "Please proceed."

Davis: "Madam Speaker, earlier we debated House Bill 246 that was introduced by Representative Moeller. I stepped away from my switch at the time the vote was taken. And I wanted the record to reflect and for her to know that I had intended to be supportive of House Bill 246."

Speaker Burke: "The record will so reflect. Representative Bourne, for what reason do you seek recognition?"

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Bourne: "Thank you, Madam Speaker. I would like to have a point of personal privilege."

Speaker Burke: "Please proceed."

Bourne: "I would like the Body to welcome my Page for the day Sophia Kessler. She is from Rochester, a sophomore, and she wants to go into public service and government. So we're always excited to see young women on the floor who are going to be our next generation of leaders. If you'll welcome her to the House."

Speaker Burke: "Representative Conroy, for what reason do you seek recognition?"

Conroy: "Thank you, Madam Speaker. Point of personal privilege."

Speaker Burke: "Please proceed."

Conroy: "Thank you. Tonight at the Sangamo from 5:30 to 7:30, there will be a reception. At the reception, we'll be discussing live donor... live organ donation. If anybody is interested or has any questions, we can answer all your questions. And this is something we're trying to get the awareness of... out about because we can save many lives."

Speaker Burke: "Representative Windhorst, for what reason do you seek recognition?"

Windhorst: "Thank you, Madam Speaker. I'd like to have a point of personal privilege."

Speaker Burke: "Please proceed."

Windhorst: "I'd like to introduce my Page for the day. That's Sam Crockett from Metropolis. He's a junior at Massac County High School. He's planning to study political science in college as well as play soccer. He has his father, Shannon, today."



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He's in the gallery as well. If we could welcome them. I'd appreciate it."

Speaker Burke: "Mr. Clerk, committee announcements."

Clerk Bolin: "The following committees will meet at 2:30 today: Elementary and Secondary Education-Charter Schools Room 115, Labor and Commerce in Room 114, State Government Administration in Room 122, and Economic Opportunity in C-1. At 4:00 p.m., the following committees will meet: Appropriations General Services will meet in 413, Appropriations Public Safety in Room C-1, and Higher Education in Room 118."

Speaker Burke: "Mr. Clerk, please read the Adjournment Resolution."

Clerk Bolin: "House Joint Resolution 45, offered by Representative Harris.

RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE HUNDRED FIRST GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, THE SENATE CONCURRING HEREIN, that when the two Houses adjourn on Thursday, March 14, 2019, the House of Representatives stands adjourned until Tuesday, March 19, 2019, or until the call of the Speaker; and the Senate stands adjourned until Tuesday, March 19, 2019, or until the call of the President."

Speaker Burke: "Leader Turner moves for the adoption of the Adjournment Resolution. All those in favor say 'aye'; all those opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the Adjournment Resolution is adopted. Mr. Clerk, Agreed Resolutions."

Clerk Bolin: "Agreed Resolutions. House Resolution 183, offered by Representative Sommer. House Resolution 184, offered by

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Representative McAuliffe. And House Resolution 186, offered by Representative McSweeney."

Speaker Burke: "Leader Turner moves for the adoption of the Agreed Resolutions. All those in favor say 'aye'; all those opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the Agreed Resolutions are adopted. And now, allowing perfunctory time for the Clerk, Leader Turner moves that the House stand adjourned until Thursday, March 14, at the hour of noon. All those in favor say 'aye'; all opposed say 'nay'. In the opinion of the Chair, the 'ayes' have it. And the House stands adjourned."

Clerk Hollman: "House Perfunctory Session will come to order. Committee Reports. Representative Thapedi, Chairperson from the Committee on Judiciary - Civil, reports the following committee action taken on March 13, 2019: do pass Short Debate is House Bill 2256, House Bill 2935, Senate Bill 1596. Second Reading of Senate Bills. Senate Bill 1596, a Bill for an Act concerning employment. Second Reading of this Senate Bill. This Bill will be held on the Order of Second Reading. Introduction of Resolutions. House Resolution 150... 185, offered by Representative Conroy. And House Resolution 187, offered by Representative Wehrli are referred to the Rules Committee. Introduction-First Reading of House Bills. House Bill 3808, offered by Representative Flowers, a Bill for an Act concerning appropriations. First Reading of this House Bill. There being no further business, the House Perfunctory Session stands adjourned."