

TRI-TOWNSHIP PARK BOARD  
SPECIAL MEETING  
JULY 1, 2009  
COMMUNITY CENTER  
UPPER LEVEL 7:00 PM

President Tim Greenfield called the meeting to order at 7:00 pm.

The Pledge of Allegiance was recited.

Commissioners present: Bud Adelhardt, Norm Beck, Wayne Brendel, Tim Greenfield, Mary Kmetz, John Owens, and Kevin Woodring.

President Greenfield recapped events leading up to today with regards to the Illinois Dept of Labor Child Labor Laws. Early in May we became aware there were youth under the age of 16 working in the concession stand. Later May we started researching and found child labor laws and may copies from the website. We brought that to the Park Board meeting and had copies for TBSL, TSC and Titans. We made them aware that issues had come up concerning under age 16 kids working. At that time we didn't give thought to umpires and referees. because we thought umpires and referees were excluded from these laws. At the May meeting, we had requests from the floor and Park Commissioners that we needed someone to explain the laws and who they pertain to within the TBSL and the Park District.

I was able to get Tammy Miner with the State of Illinois Compliance Officer to come down not as a complaint but to explain the law. She came on June 4 and held a workshop for the Park Board, TBSL, TSC and Titans. She did a presentation and gave handouts which we still have some available. There were lots of questions back and forth. The final answers were that all employees must be paid minimum wage. The youth workers under the age of 16 must have a work permit. TBSL made a comment that they had 116 youth workers. Umpires and referees tat are 12 and 13 year olds cannot referee or umpire a game unless the teams are 3 years younger than they are and they must have a signed guardian to be there. It was also discussed where and who would keep work permits after they had been obtained. They would be kept in the Park Office so if anyone needed to check permits, they would all be kept in one place. They talked about a violation that the violation would go against the group issuing the paychecks. There is some question on that still because some feel it would go against the Park District others feel it would stay with the group that violates the policy. After the meeting, Tammy told President Greenfield that each violation is \$10,000 per each violation and that's how she left it.

On June 28, we received an email and referred to Homecoming from a concerned citizen about boy scouts who volunteer with Homecoming. I felt someone out there could file a violation against the Homecoming or Lions. As I am chairman of Homecoming, I contacted Tammy and reviewed the Homecoming activities and youth groups and who clean up and work the booths selling food items but no individual is issued a paycheck

from the Lions or Park District. Homecoming does not come under the Child Labor Law. It applies to someone who hires and pays directly for services.

Then the subject switched and she asked me with had any permits on file. We have 0 and I told her so. The tone changed and she continued to talk with me and then she said we have 2 weeks to get in compliance. There was a grace period and she expected we were moving on this and getting in compliance. As we have no permits, she said I am telling you today that you have 2 weeks to get in compliance. She continued and said she and her boss discussed contact employees. Kids under a certain age can not be contractors. Also she pointed out the when you tell a person when and where to show up, provide them with a shirt or uniform and whistle, they are not contractors. They are employees. We need to be in compliance in 2 weeks. At that point the conversation ended and I contacted the Park District Attorney who couldn't be here tonight. We have given him all the paperwork and emails and asked him to contact Ms. Miner at the Labor Board. and see what she is going to do. He suggested that we go on with the meeting tonight and inform everyone where we are at. So right now it is in his hands to try to get us some time and see where we are going to go with this. At this point, there are 2 attorneys involved in this, Park Attorney and Lions Club Attorney. So hopefully we can get an extension on time. Right now TSC does not have anyone involved with the laws. TBSL is right in the middle of their season but it has to get resolved.

Discussion was opened up to the Commissioners and floor.

There was a lively discussion with questions asked by both TBSL and TSC and the Park Board Commissioners.

President Greenfield and Kevin Woodring offered to talk with Triad High School about the work permit.

President Greenfield will research how other districts handle concession workers, umpires and referees.

Office Manager requested a list of children working at the concession stands under the age of 16.

Motion to adjourn. Meeting was adjourned at 8:00 pm

Submitted by Fran Colter