



Labor Committee

Adopted in House Comm. on Feb 17, 2010

09600HB4683ham002

LRB096 15475 AJO 36754 a

1 AMENDMENT TO HOUSE BILL 4683

2 AMENDMENT NO. _____. Amend House Bill 4683, AS AMENDED, by
3 replacing everything after the enacting clause with the
4 following:

5 "Section 1. Short title. This Act may be cited as the
6 African American Employment Plan Act.

7 Section 5. Purposes. The purposes of this Act are as
8 follows:

9 (a) improve the delivery of State services to Illinois'
10 African Americans by increasing the number of African American
11 State employees and the number of African American State
12 employees serving in supervisory, technical, professional, and
13 managerial positions;

14 (b) identify State agencies' staffing needs and
15 qualification requirements;

16 (c) track hiring practices and promotions of African

1 Americans employed by State agencies;

2 (d) increase the number of African Americans employed by
3 State agencies;

4 (e) increase the number of African American State employees
5 who are promoted;

6 (f) assist State agencies to meet their goals established
7 pursuant to the African American Employment Plan; and

8 (g) establish the African American Employment Plan
9 Advisory Council.

10 Section 10. Definitions. In this Act:

11 "Department" means the Department of Central Management
12 Services.

13 "State agency" or "agency", whether used in the singular or
14 plural, means all departments, officers, commissions, boards,
15 institutions, and bodies politic and corporate of the State.
16 The term, however, does not mean the judicial branch,
17 including, without limitation, the several courts of the State,
18 the offices of the clerk of the supreme court and the clerks of
19 the appellate court, and the Administrative Office of the
20 Illinois Courts, nor does it mean the legislature or its
21 committees or commissions.

22 Section 15. African American Employment Plan.

23 (a) The Department shall have a full-time position
24 designated as the African American Employment Coordinator to

1 monitor compliance with the African American Employment Plan.

2 (b) The Department shall develop and implement plans to
3 increase the number of African Americans employed by State
4 agencies and the number of African Americans employed by State
5 agencies at supervisory, technical, professional, and
6 managerial levels.

7 (c) The Department shall prepare and revise annually an
8 African American Employment Plan in consultation with
9 individuals and organizations knowledgeable on this subject
10 and with the African American Employment Plan Advisory Council.
11 The Department shall report to the General Assembly by February
12 1 of each year, beginning with February 1, 2011, each State
13 agency's activities that implement the African American
14 Employment Plan.

15 Section 20. State agency affirmative action and equal
16 employment opportunity goals.

17 (a) Each State agency shall implement strategies and
18 programs in accordance with the African American Employment
19 Plan to increase the number of African Americans employed by
20 that State agency and the number of African Americans employed
21 by that State agency at supervisory, technical, professional,
22 and managerial levels.

23 (b) Each State agency shall report annually to the
24 Department and the Department of Human Rights, in a format
25 prescribed by the Department, all of the agency's activities in

1 implementing the African American Employment Plan. Each
2 agency's annual report shall include reports or information
3 related to the agency's African American employment strategies
4 and programs that the agency has received from the Department,
5 the Department of Human Rights, or the Auditor General,
6 pursuant to their periodic review responsibilities; findings
7 made by the Governor in his or her report to the General
8 Assembly; assessments of service needs based upon the agency's
9 service populations; information on the agency's studies and
10 monitoring success concerning the number of African Americans
11 employed by the agency at the supervisory, technical,
12 professional, and managerial levels and any increases in those
13 categories from the prior year; and information concerning the
14 agency's African American employment budget allocations.

15 (c) The Department shall assist State agencies required to
16 establish preparation and promotion training programs under
17 subsection (H) of Section 7-105 of the Illinois Human Rights
18 Act for failure to meet their affirmative action and equal
19 employment opportunity goals. The Department shall survey
20 State agencies to identify effective existing training
21 programs and shall serve as a resource to other State agencies.
22 The Department shall assist agencies in the development and
23 modification of training programs to enable them to meet their
24 affirmative action and equal employment opportunity goals and
25 shall provide information regarding other existing training
26 and educational resources, such as the Upward Mobility Program,

1 the Illinois Institute for Training and Development, the
2 Central Management Services Training Center, Executive
3 Recruitment Internships, and Graduate Public Service
4 Internships.

5 Section 25. African American Employment Plan Advisory
6 Council.

7 (a) The African American Employment Plan Advisory Council
8 is created, consisting of 11 members, each of whom shall be an
9 African American subject matter expert, appointed by the
10 Governor.

11 (b) All members of the African American Employment Plan
12 Advisory Council shall serve without compensation, but shall be
13 reimbursed for their reasonable and necessary expenses from
14 funds appropriated for that purpose.

15 (c) The African American Employment Plan Advisory Council
16 shall examine: (1) the prevalence and impact of African
17 Americans employed by State government; (2) the barriers faced
18 by African Americans who seek employment or promotional
19 opportunities in State government; and (3) possible incentives
20 that could be offered to foster the employment of and the
21 promotion of African Americans in State government.

22 (d) The Council shall meet quarterly to provide
23 consultation to State agencies and the African American
24 Employment Coordinator.

25 (e) The African American Employment Plan Advisory Council

1 shall receive administrative support from the Department of
2 Central Management Services and shall issue an annual report of
3 its activities each year on or before February 1, beginning
4 with February 1, 2012.

5 Section 30. Collective bargaining agreements. The rights
6 of employees covered by a collective bargaining agreement shall
7 not be affected by this Act.

8 Section 99. Effective date. This Act takes effect upon
9 becoming law.".