

Fair Employment Wage Board

October 31, 2025

9 AM

1910 Carnegie Avenue (3rd Floor Conference Room)

- A. Call meeting to order Roll call by chair and brief reports.
 - a. Matt reported on some recent media that covered the new Transparency law that was sent to the board.
 - b. Webpage was launched. The city will meet with board members and alleged nonprofits each week for the next month to fill in the rest of the contents. Ryan reported that we received our first complaint based on the media and website of a public employer that does not need to comply with the law; he suggested that the board send an email to all public sector employers that while they are not covered, they may want to have a guideline. The Board confirmed that approach.
 - c. Bishop Ward, Kate, Ryan, and he has been working on a city staffer to provide ongoing support; they is agreement with the city council leadership and the mayor's office. Ryan also reported about trying to secure funding for outside groups to educate and an upcoming meeting with Cuyahoga County.
- B. Approval of last meeting minutes
 - a. M/S/P (Villa/Helen) Matt mentioned that we are still waiting for the city to provide some
- C. Discussion of unfinished business
 - a. EEO Director Mitchel – Bishop Ward and Ryan had a productive meeting, and they have reached out to Matt to do a follow up meeting.
 - b. Formation of webpage then discussion – Matt reported that the city has been good with kicking off the web page and will continue to work with us.
 - c. Discussion of 2025 Annual Report – A draft was sent to all board members for their input. Matt suggested mentioning under 2026 that it is the intention

of the board to have a full-time staffer dedicated to enforcement measures. Ryan said he will send a deadline for input from the board.

D. New Business

- a. December 6th enforcement event – John Ryan explained the potential event. Villo explained that he likes the idea but Allied might not be in compliance with the Fair Employment Wage Law. Helen spoke about doing some background work on the benefit's cliff. The board is supportive of the event.
- b. Discussion of development of social media platform. Helen is willing to work on the benefit cliff. Matt spoke about including the Toolkit in our materials.

E. Correspondence – None except the one complaint.

F. Public Participation – None.

G. Adjournment (John/Camello)