



ILLINOIS Labor Laws

Employment Laws Department of Labor Your Rights Under Illinois Employment Laws

This is a summary of laws that satisfies Illinois Department of Labor posting requirements. Your Rights Under Illinois Employment Laws

The mission of the Illinois Department of Labor is to protect and promote the wages, welfare, working conditions, and safety of Illinois workers by enforcing State labor and employment laws, providing compliance assistance to employers, and increasing public awareness of workplace protections.

Minimum Wage & Overtime SETS MINIMUM WAGE FOR EMPLOYEES Effective Jan. 1 2024

\$14.00 PER HOUR
Applies to employers with 4 or more employees. Domestic workers are covered even if the employer only has 1 worker.

\$8.40 PER HOUR
Applies to tipped employees. If an employee's tips combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference.

\$12.00 PER HOUR
Applies to youths (under 18) working fewer than 650 hours per calendar year.

Overtime
Most hourly employees and some salaried employees are covered by the overtime law and must be compensated at time and one-half their regular pay for hours worked over 40 in a workweek.

Child Labor WORKERS UNDER AGE 16
Children under the age of 14 may not work in most jobs, except under limited conditions.

- 14 and 15-year-olds may work if the following requirements are met:
- Employment certificates have been issued by the school district and filed with the Department of Labor confirming that a minor is old enough to work, physically capable to perform the job, and that the job will not interfere with the minor's education;
- The work is not deemed a hazardous occupation (a full listing can be found on our website);
- Work is limited to 3 hours per day on school days, 8 hours per day on non- school days and no more than 6 days or 48 hours per week;
- Work is performed only between the hours of 7 a.m. to 7 p.m. during the school year (7 a.m. to 9 p.m. June through September); and
- A 30-minute meal period is provided no later than the fifth hour of work.

Hotline: 1-800-645-5784
Unpaid Wages WAGE PAYMENT AND COLLECTION ACT
Employees must receive their final compensation, including earned wages, vacation pay, commissions and bonuses on their next regularly scheduled payday.

For more information or to file a complaint, contact the Department at:
524 SOUTH 2ND ST, SUITE 400, SPRINGFIELD, IL 62701 (217) 782-6206
160 N. LA.SALLE ST, SUITE C-1300, CHICAGO, IL 60601 (312) 793-2800
2309 W. MAIN STREET, SUITE 115 MARION, IL 62959 (618) 993-7090
For a complete text of the laws, visit our website: www.laborllinois.gov



NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage.

Payday Wage Payment and Collection Act Payday Notice

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Unemployment Ins. Department of Employment Security

NOTICE to workers about Unemployment Insurance Benefits

THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

FILING A CLAIM
The Illinois Unemployment Insurance Act provides for the payment of benefits to eligible unemployed workers and for the collection of employer contributions from liable employers. It is designed to provide living expenses while new employment is sought.

Each employer shall deliver the pamphlet "What Every Worker Should Know About Unemployment Insurance" to each worker separated from employment for an expected duration of seven or more days.

A claimant may also be entitled to receive, in addition to the weekly benefit amount, an allowance for a non-working spouse or a dependent child or children.

For additional information, call these toll-free numbers:
Internal Revenue Service 1-800-829-1040.
Illinois Department of Revenue 1-800-732-8866.

BENEFITS
Every claimant who files a new claim for unemployment insurance benefits must serve an unpaid waiting week for which he has filed and is otherwise eligible.

This poster fulfills all posting requirements for the Illinois Department of Employment Security.

EMPLOYERS ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.

Discrimination Department of Human Rights — IDHR YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.

The Illinois Human Rights Act states that you have the right to be free from unlawful discrimination and sexual harassment. This means that employers may not treat people differently based on race, age, gender, pregnancy, disability, sexual orientation or any other protected class named in the Act.

REASONABLE ACCOMMODATIONS
You also have the right to reasonable accommodations based on pregnancy and disability. This means you can ask for reasonable changes to your job if needed because you are pregnant or disabled.

REPORT DISCRIMINATION
To report discrimination, you may:
1. Contact your employer's human resources or personnel department.
2. Contact the Illinois Department of Human Rights (IDHR) to file a charge.

Hotline: 312-793-2600

Workers' Comp. Workers' Compensation Commission Workers' Compensation

Workers' Compensation is a system of benefits provided by law to most workers who have job-related injuries or illnesses. Benefits are paid for injuries that are caused, in whole or in part, by an employee's work.

- IF YOU HAVE A WORK-RELATED INJURY OR ILLNESS, TAKE THE FOLLOWING STEPS:**
1. GET MEDICAL ASSISTANCE. By law, your employer must pay for all necessary medical services required to cure or relieve the effects of the injury or illness.

- 2. NOTIFY YOUR EMPLOYER. You must notify your employer of the accidental injury or illness within 45 days, either orally or in writing. To avoid possible delays, it is recommended the notice also include your name, address, telephone number, Social Security number, and a brief description of the injury or illness.

- 3. LEARN YOUR RIGHTS. Your employer is required by law to report accidents that result in more than three lost work days to the Workers' Compensation Commission.

BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A PROMINENT PLACE IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW.

PARTY HANDLING WORKERS' COMPENSATION CLAIMS: _____
BUSINESS ADDRESS: _____
BUSINESS PHONE: _____
EFFECTIVE DATE: _____
TERMINATION DATE: _____
POLICY NUMBER: _____
EMPLOYER'S FEIN: _____
ICPN 10/11

Pregnancy Rights Department of Human Rights — IDHR
Pregnancy and your RIGHTS in the WORKPLACE
ILLINOIS DEPARTMENT OF Human Rights
For immediate help or if you have questions, call (312) 814-6200 or (217) 785-5100 or (866) 740-3953 (TTY)

Two ways to verify poster compliance!
QR CODE Scan with phone camera:

Paid Leave Department of Labor

PAID LEAVE FOR ALL WORKERS ACT NOTICE Employers must provide employees with up to 40 hours of paid leave for any reason.

- Workers:** Earn up to five (5) days per year of paid leave from work.
- Use:** Workers can use paid leave for any reason of their choosing. Employers cannot require workers to provide a reason for their time off request.
- Accrual:** Workers earn 1 hour of paid leave for every 40 hours they work.
- Carryover:** Workers rollover all unused paid leave at the end of the year.
- Retaliation is prohibited:** Penalties may apply to employers that take adverse action against workers who exercise their rights under this law.

Penalties
Workers may recover the amount they should have been paid for the leave, penalties, and other equitable relief.

Filing a Complaint
A worker may file a complaint with the Illinois Department of Labor alleging a violation of this Act by filling out a complaint form at laborllinois.gov/paidleave.

Existing Policy and Exclusions
Certain exceptions may apply for employers who already provide their workers with paid leave. There are also certain categories of workers that are not covered by the law.

See QR code for more information on how to file a complaint and applicable exceptions to the law.

For a complete text of the laws, visit our website at: www.laborllinois.gov
For more information or to file a Complaint, contact us at: DOL.PaidLeave@illinois.gov

THIS NOTICE MUST BE DISPLAYED IN A CONSPICUOUS PLACE ON THE PREMISES OF THE EMPLOYER WHERE OTHER NOTICES ARE POSTED.

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ISERRA Office of the Attorney General

YOUR RIGHTS UNDER THE ILLINOIS SERVICE MEMBER EMPLOYMENT & REEMPLOYMENT RIGHTS ACT (330 ILCS 61)

ISERRA (Illinois version of USERRA) protects the employment and benefits of service members who leave their civilian employment to serve our Nation or State.

- WHO IS PROTECTED?**
1. All members of the Armed Forces of the United States whether active duty or reserve, including the National Guard when performing State duty.

WHAT ARE THE RIGHTS, BENEFITS AND OBLIGATIONS UNDER ISERRA?
ISERRA provides the same protections as USERRA (i.e., reemployment, benefits and discrimination) but expands protections to persons identified above and incorporates existing benefits to service members who are public employees.

WHO ENFORCES ISERRA?
The ISERRA Advocate is an Assistant Attorney General appointed by the Illinois Attorney General to provide both advocacy and enforcement under ISERRA.

WHERE TO FIND MORE INFORMATION?
Both service members and employers can find more information on the Attorney General's ISERRA Advocate webpage at https://illinoisattorneygeneral.gov/rights-of-the-people/military-and-veterans-rights/ or call the Military & Veterans Rights Helpline at 1-800-382-3000 to ask questions or request training.

This notice is available for download on the Attorney General's website by going to https://illinoisattorneygeneral.gov/rights-of-the-people/military-and-veterans-rights/. Employers are required to provide employees entitled to rights and benefits under ISERRA a notice of the rights, benefits, and obligations of service member employees.

This material is available in alternate format upon request.
REV. 06/2023

VESSA Department of Labor — IDOL Victims' Economic Security and Safety Act (VESSA) REQUIRED POSTING FOR EMPLOYERS

For information on filing a complaint please call: 312-793-6797 or visit the website: labor.llinois.gov/vesa

ACCOMMODATIONS VESSA provides that employees are entitled to reasonable accommodations to address the needs of the victim(s). Accommodations include, but are not limited to, an adjustment to the job structure, workplace facility, work requirements, or telephone number, seating assignment, or physical security of the work area.

DISCRIMINATION AND RETALIATION VESSA prohibits employers from discriminating, retaliating, or otherwise treating an employee or job applicant unfavorably if the individual involved:
- Is or is perceived to be a victim of domestic, sexual, or gender violence, or any other crime of violence;
- Attended, participated in, prepared for, or requested leave to attend, participate in, or prepare for a criminal or civil court or administrative proceeding relating to domestic, sexual, or gender violence, or any other crime of violence;
- Requested or took VESSA leave for any reason;
- Requested an accommodation, regardless of whether the accommodation was granted;

Number of employees	Leave permitted
1-14 employees	4 weeks
15-49 employees	8 weeks
50 or more employees	12 weeks

Leave may be taken consecutively, intermittently, or on a reduced work schedule basis.

Two ways to verify poster compliance!
QR CODE Scan with phone camera: