

# Illinois 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. Claims should be filed as soon as possible after separation from employment. Claims can be filed online at [www.ides.illinois.gov](http://www.ides.illinois.gov) or at the nearest Illinois Department of Employment Security office to the worker's home. To be eligible for benefits, an unemployed individual must be available for work, able to work and actively seeking work and, in addition, must not be disqualified under any provisions of the Illinois Unemployment Insurance Act.

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. The pamphlet shall be delivered to the worker at the time of separation or, if delivery is impracticable, mailed within five days after the date of the separation to the worker's last known address. Pamphlets shall be supplied by the Illinois Department of Employment Security to each employer without cost.

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. The allowance is a percentage of the average weekly wage of the claimant in his or her base period. The weekly benefit amount plus any allowance for a dependent make up the total amount payable.

If, during a calendar week an employee does not work full-time because of lack of work, he or she may be eligible for partial benefits if the wages earned in such calendar week are less than his or her weekly benefit amount. For any such week, employers should provide employees with a statement of "low earnings" which should be taken to their Illinois Department of Employment Security office.

**NOTE:** Illinois unemployment insurance benefits are paid from a trust fund to which only employers contribute. No deductions may be made from the wages of workers for this purpose.

Unemployment insurance information is available from any Illinois Department of Employment Security office. To locate the office nearest you, call 1-800-244-5631 or access the locations through our website at [www.ides.illinois.gov](http://www.ides.illinois.gov).

### 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.

The claimant's weekly benefit amount is usually a percentage of the worker's average weekly wage. The worker's average weekly wage is computed by dividing the wages paid during the two highest quarters of the base period by 26. The maximum weekly benefit amount is a percentage of the statewide average weekly wage. The minimum weekly benefit amount is \$51. The statewide average weekly wage is calculated each year.

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.** Printed by the Authority of the State of Illinois Stock Number 4427/BEN-57 (rev. 8/12)

### ILLINOIS WORKER FREEDOM OF SPEECH ACT (820 ILCS 57)

EFFECTIVE JANUARY 1, 2025

The Illinois Worker Freedom of Speech Act (WFSA) prohibits an employer or the agent, representative, or designee of the employer, from discharging, disciplining, penalizing, or threatening to take adverse employment action against an employee: (1) because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer or the agent, representative, or designee of the employer if the meeting or communication is to communicate the opinion of the employee about religious matters or political matters; (2) as a means of inducing an employee to attend or participate in meetings or receive or listen to communications described in paragraph (1); or (3) because the employee, or a person acting on behalf of the employee, makes a good faith report, orally or in writing, of a violation or a suspected violation of the Act.

The Act does not prohibit an employer from:

- Communicating information that the employer is required by law to communicate.
- Conducting meetings or engaging in communications about religious or political matters as long as attendance or participating is voluntary.
- Communicating information necessary for the employees to perform their required job duties.
- Requiring employees to attend any training intended to foster a civil workplace, or reduce or prevent workplace harassment or discrimination.

**WFSA DEFINITIONS**

- "Political matters" means matters relating to elections for political office, political parties, proposals to change legislation, proposals to change regulations, proposals to change public policy, and the decision to join or support any political party or political, civic, community, fraternal, or labor organization.
- "Religious matters" means matters relating to religious belief, affiliation, and practice and the decision to join or support any religious organization or association.

**ENFORCEMENT**

Any employee who believes their WFSA rights have been violated may file a civil action within one year after the date of the alleged violation. The court may order or award injunctive relief, reinstatement, back pay, restoration of benefits, and any other appropriate relief.

All covered employers must post and keep posted a notice of employee rights under the WFSA whose employee notices are customarily posted.

For more information, email the Illinois Department of Labor (IDOL) at: [DOL\\_WFSA@ides.illinois.gov](mailto:DOL_WFSA@ides.illinois.gov)  
Ref: 820 ILCS 57/20

### Attention: Illinois Employers and Employees

#### Re: Illinois Employment Law Electronic Posting Requirement

In addition to physically displaying mandatory Illinois Labor and Employment Law postings in the workplace, certain Illinois Labor and Employment Laws require employers with employees who do not regularly report to a physical workplace, such as employees who work remotely or travel for work, to provide mandatory labor postings to their employees by email or conspicuous posting on a website or intranet site, if such site is regularly used by the employer to communicate work-related information to employees and is able to be regularly accessed by all employees, freely and without interference.

Electronic posting not substitute for physical posting in the workplace. Illinois employers must continue to physically post and maintain all mandatory workplace postings in conspicuous and accessible places on the premises of the employer.

To view electronic versions of all featured Illinois postings, including those made mandatory by Public Act No. 103-0201, on CPC's Digital Labor Law Postings web page, please scan this QR code.

### 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. Through enforcement, education, and community partnerships, the Department works to ensure that workers are paid what they are owed and that employers who follow the law remain competitive.

#### Minimum Wage & Overtime

SETS MINIMUM WAGE FOR EMPLOYEES

Effective Jan. 1 2025

**\$15.00 PER HOUR**

Applies to employers with 4 or more employees. Domestic workers are covered even if the employer only has 1 worker. Certain workers are not covered by the Minimum Wage law and some workers may be paid less than the minimum wage under limited conditions.

**\$9.00 PER HOUR**

Applies to tipped employees. If an employer's total combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference.

**\$13.00 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.

Hotline: 1-800-478-3998

#### Unpaid Wages

WAGE PAYMENT AND COLLECTION ACT

- Employees must receive their final compensation, including accrued wages, vacation pay, commissions and bonuses on their next regularly scheduled payday.
- Unauthorized deductions from paychecks are not allowed except as specified by law.
- Employers must reimburse employees for all necessary expenses or losses incurred by an employee in the performance of his or her job related to services performed for the employer. Employees must submit reimbursement request within 30 calendar days unless an employer policy allows for additional time to submit.
- Employer must provide an employee with a paycheck for every pay period.

Hotline: 1-312-793-2808

#### Paid Leave

REQUIRES PAID LEAVE FOR ANY REASON

- Workers: Earn up to 40 hours of paid leave from work per year.
- Use: Workers can use paid leave for any reason of their choosing. Employers may not require workers to provide a reason for their paid leave request.
- Accrual: Workers earn 1 hour of paid leave for every 40 hours they work. Employers may also provide workers with all paid leave hours at the start of the 12-month period (floating leave).
- Carryovers: Workers rollover all unused accrued paid leave at the end of the year. Any unused floating leave does not have to be carried over.
- Retaliation is prohibited: Penalties may apply to employers that take adverse action against workers who exercise their rights under this law.

**Existing Policy and Exclusions**

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

Hotline: 312-793-2600

#### Meal & Rest Periods

ONE DAY REST IN SEVEN ACT

Provides employees with 24 consecutive hours of rest within every seven (7) consecutive day period.

- Employers may obtain grants from the Department allowing employees to voluntarily work seven consecutive days.
- Employees working 7 1/2 continuous hours must be allowed a meal period of at least 20 minutes, no later than 5 hours after the start of work, and an additional 20 minutes if working a 12-hour shift or longer.
- Employers must be afforded reasonable bathroom breaks.

Hotline: 1-312-793-2804

#### Equal Pay Act

Requires employers to pay equal wages to men and women doing the same or substantially similar work, unless such wage differential is based upon a seniority system, a merit system, or factors other than gender.

- Employers and employment agencies are banned from asking applicants past wage and compensation histories.
- Employers may disclose or discuss their own salaries, benefits, and other compensation with their co-workers and colleagues.
- Employers are not allowed to pay less to African American employees versus non-African American employees.
- Certain employers at large businesses may request wage/salary history for their job title from IDOL.

Hotline: 1-866-372-4365

#### Violent Crime Victims' Leave

Provides employees who are victims of domestic, gender, or sexual violence or any other crime of violence, or who have family or other close members who are victims, in certain situations, with up to 12 weeks of unpaid leave and other accommodations and protections during a 12-month period.

- Employees who are eligible for unpaid bereavement leave under the Family Bereavement Leave Act are entitled to an additional 2 weeks of unpaid leave for certain reasons relating to a family or household member's death due to a crime of violence. This leave must be used within 60 days after the date the employee received notice of the death of the victim.
- Effective 1/1/26, employees cannot be discriminated or retaliated against for using an employer-based electronic device to document domestic, sexual, or gender violence, or any other crime of violence. Employers must also provide employees with access to the data stored on these devices related to the violence.

Hotline: 1-312-793-2600

#### 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 certificate has 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 18 hours per week when school is in session or 40 hours per week when school is not in session.
- 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

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### Victims' Economic Security and Safety Act (VESSA)

#### REQUIRED NOTICE FOR EMPLOYERS

VESSA provides employees who are victims of domestic violence, sexual violence, gender violence, or any other crime of violence, and employees who have a family or household member who is a victim of such violence, with unpaid, job-guaranteed leave; reasonable accommodations; and protections from discrimination and retaliation.

This time may be used if the employee or the employee's family or household member is:

- Experiencing an incident of domestic violence, sexual violence, gender violence, or any other crime of violence
- Recovering from the violence.
- Seeking or receiving medical help, legal assistance (including participation in legal proceedings), counseling, safety planning, or other assistance;
- Temporarily or permanently relocating.
- Taking other actions to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to ensure economic security.
- Attending the funeral or alternative to a funeral if death is caused by crime of violence;
- Making arrangements necessitated by a death caused by a crime of violence; or
- Grieving a death caused by a crime of violence.

**NOTICE AND CERTIFICATION** Employees must provide the employer with at least 48 hours advance notice of the intention to take leave, unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an employee must provide notice when an employee is able to do so, within a reasonable period of time after the absence. Certification may be provided to the employer by a sworn statement of the employee and other documentation, if the employee has possession, such as the following:

- Documentation from an employee, agent or volunteer of a victim services organization, an attorney, a member of the clergy, or medical or other professional assisting in addressing the violence;
- A police, court, or military record;
- A death certificate, published obituary, or written verification of death, burial, or memorial services; or
- Other corroborating evidence.

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.

"As of January 1, 2024, employees who have worked at least 1250 hours in the previous 12 months working for employers with 50 or more employees (employees eligible under the Family Bereavement Leave Act); 820 ILCS 126 (et seq.) are entitled to 2 additional weeks unpaid leave for certain reasons relating to a family or household member's death due to a crime of violence to be completed within 60 days after the date the employee received notice of the death of the victim.

**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 flexibility, work requirements, or telephone number, seating assignment, or physical security of the work area. An employee has the right to access any digital documents or communications stored on an employer-issued device relating to domestic, sexual, or gender violence, or any other crime of violence.

**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;
- Used employer-issued equipment to record domestic, sexual, or gender violence, or any other crime of violence committed against them or a family or household member.
- The workplace is disrupted or threatened by the action of a person whom the individual states has committed or threatened to commit domestic, sexual, or gender violence, or any other crime of violence, against the individual or the individual's family or household member; or
- Exercised any other rights under VESSA.

**COMPLAINTS** For information on filing a complaint please call: 312-793-2600 or visit [labor.illinois.gov/veessa](http://labor.illinois.gov/veessa)

**CONFIDENTIALITY** Employers must maintain the confidentiality of all information pertaining to the use of VESSA leave pursuant to 820 ILCS 180/30(d).

[labor.illinois.gov](http://labor.illinois.gov) • [DOL.LeaveRights@illinois.gov](mailto:DOL.LeaveRights@illinois.gov)

Lincoln Tower Plaza  
524 South 2nd Street, Suite 400  
Springfield, Illinois 62701  
(217) 782-6206  
Fax: (217) 782-0596

Jesse White State of Illinois Building  
115 S LaSalle St 37th Floor  
Chicago, IL 60603  
(312) 793-2800  
Fax: (312) 793-5257

Regional Office Building  
2309 West Main Street, Suite T15  
Marion, Illinois 62959  
(618) 993-7090  
Fax: (618) 993-7258

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### STATE LABOR LAW

ILLINOIS DEPARTMENT OF Human Rights

**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. This applies to all employer actions, including hiring, promotion, discipline and discharge.

**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.

**RETALIATION**

It is also unlawful for employers to treat people differently because they have reported discrimination, participated in an investigation, or helped others exercise their right to complain about discrimination.

**REPORT DISCRIMINATION**

To report discrimination, you may:

- Contact your employer's human resources or personnel department.
- Contact the Illinois Department of Human Rights (IDHR) to file a charge.
- Call the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703 to talk to someone about your concerns.

Chicago: 55 W Monroe Street, 7th Floor  
Chicago, IL 60661  
(312) 814-6200  
(866) 740-3953 (TTY)  
(312) 814-6251 (Fax)

Springfield: 524 S. 2nd St., Suite 300  
Springfield, IL 62701  
(217) 785-5100  
(866) 740-3953 (TTY)  
(217) 785-5166 (Fax)

Website: [dhr.illinois.gov](http://dhr.illinois.gov)  
Email: [IDHR.intake@illinois.gov](mailto:IDHR.intake@illinois.gov)

Employers shall make this poster available and display it where employees can readily see it. This notice is available for download at [www.illinois.gov/dhr](http://www.illinois.gov/dhr)

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Ref: 775 ILCS 92-1020K

### Illinois Veterans Benefits and Services

The resources listed are available at no cost to assist Illinois veterans in gaining their earned benefits and services and understanding their rights, protections, and accommodations.

**Mental Health and Substance Abuse Resources**  
U.S. Department of Veterans Affairs Veterans Crisis Line  
Call: 988, press 1 • Text: 838255

**Veteran Suicide and Crisis Lifeline**  
U.S. Department of Veterans Affairs Veterans Crisis Line  
Call: 988, press 1 • Text: 838255

**Crisis Text line**  
Text: 741741 • Chat: [crisistextline.org](http://crisistextline.org)

**State Resources**

**Illinois Department of Veterans Affairs**  
<https://veterans.illinois.gov/>

**Illinois Office of the Attorney General**  
Military and Veterans Rights Bureau

**Illinois Secretary of State**  
Veteran Driver's License or non-driver Veteran Identification Card and military specialized license plates

**United States Department of Veterans Affairs federal claims support**

**U.S. Department of Veterans Affairs**

**Illinois Department of Veterans Affairs**

**County Veterans Assistance Commission**

**Veterans Service Organizations in Illinois**

**Military and Veterans Rights Helpline**

The Military and Veterans Rights Bureau offers a helpline, 1-800-382-3000, to assist service members, veterans, and dependents on a wide-variety of issues related to military service while providing useful information designed to assist in the receipt of veterans' benefits.

**Illinois State Benefits Support**

**Illinois Department of Veterans Affairs**

**Property Tax Benefits: Standard Homestead Exemption for Veterans with Disabilities**

**Legal Services**

**Illinois Armed Forces Legal Aid Network**  
(855-452-3526)

**Veteran Treatment Court**

**Educational Benefits**

**Illinois Department of Veterans Affairs**

**Women Veterans**

**Illinois Department of Veterans Affairs**

**United States Department of Veterans Affairs Center for Women Veterans**

**Homeless Veterans**

National Call Center for Homeless Veterans at (877) 4AID-VET (877-424-3838)

**United States Department of Veterans Affairs Homeless Program**

**Illinois Department of Veterans Affairs Prince Home**

**Protections for Survivors of Sexual Violence in the Military**

To learn more about established protections, refer to: PA 102-0890 (iga.gov)

For Service Members, Veterans, and Families (SMVF) in Crisis

**Veterans Crisis Line**  
DIAL 988 then PRESS 0

**IDVA ILLINOIS DEPARTMENT OF VETERANS AFFAIRS**

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### 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 employer's work. This may include the aggravation of a pre-existing condition, injuries brought on by the repetitive use of a part of the body, heat attacks, or any other physical problem caused by work. Benefits are paid regardless of fault.

**IF YOU HAVE A WORK-RELATED INJURY OR ILLNESS, TAKE THE FOLLOWING STEPS:**

- 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. When necessary, the employer must also pay for physical, mental, or vocational rehabilitation, within prescribed limits. The employer may choose two physicians, surgeons, or hospitals. If the employer refuses you the use of an approved Preferred Provider Program for workers' compensation, the PFP consists of one of your two choices of providers.
- NOTIFY YOUR EMPLOYER.** You must notify your employer of the accidental injury or illness within 45 days, other than a stroke. To avoid possible delays, it is recommended that you notify the Commission as well. If an employer refuses you the use of an approved Preferred Provider Program for workers' compensation, the PFP consists of one of your two choices of providers.
- 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. Once the accident is reported, you should receive a handbook that explains the law, benefits, and procedures. If you need a handbook, please call the Commission or go to the Web site. If you must lose time from work to recover from the injury or illness, you may be entitled to receive weekly payments and necessary medical care until you are able to return to work that is reasonably available to you.
- KEEP WITHIN THE TIME LIMITS.** Generally, claims must be filed within three years of the injury or disability from an occupational disease, or within two years of the last worker's compensation payment, whichever is later. Claims for pneumoconiosis, radiological exposure, asbestos, or similar diseases have special requirements. Injured workers have the right to reopen their case within 30 months after an award is made, if the disability increases, but claims that are resolved by a lump-sum settlement contract approved by the Commission cannot be reopened. Only settlements approved by the Commission are binding.

For more information, go to the Illinois Workers' Compensation Commission's Web site or call any office:  
Chicago: 312/814-6200 California: 618/346-3450 Peoria: 312/814-6200 Springfield: 217/785-7087  
Web site: [www.wcc.state.il.gov](http://www.wcc.state.il.gov) Rockford: 312/814-6200 TDD (Deaf): 866/961-4370

**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	Expiration date	Employer's FEIN

It is illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable accommodation because you are pregnant. For more information, contact the Illinois Department of Human Rights at [dhr.illinois.gov](http://dhr.illinois.gov)

Es ilegal que su empleador le desista, le niegue a contratarlo o le proporcione una adaptación razonable a causa de su embarazo. Para obtener información sobre el embarazo y su adaptación en el lugar de trabajo en español, visite [dhr.illinois.gov](http://dhr.illinois.gov)

Learn more, contact IDHR, or initiate a charge at: [contacts.dhr.illinois.gov](http://contacts.dhr.illinois.gov)

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### EMERGENCY NUMBERS CALL 911

POLICE: \_\_\_\_\_

AMBULANCE: \_\_\_\_\_

PHYSICIAN: \_\_\_\_\_

HOSPITAL: \_\_\_\_\_

FIRE DEPARTMENT: \_\_\_\_\_

POISON CONTROL: \_\_\_\_\_

OSHA: \_\_\_\_\_

**PAY DAY NOTICE**

**PAY DAY IS ON:**

MONDAY  FRIDAY  
 TUESDAY  SATURDAY  
 WEDNESDAY  SUNDAY  
 THURSDAY

**PAY SCHEDULE IS:**

WEEKLY  SEMI-MONTHLY  
 BIWEEKLY  MONTHLY

**PAYCHECKS ARE ISSUED ON THE:**

AT: \_\_\_\_\_ AND \_\_\_\_\_ OF THE MONTH

TIME: \_\_\_\_\_

### PAID LEAVE FOR ALL WORKERS ACT NOTICE

Employers must provide employees with up to 40 hours of paid leave for any reason.

**Paid Leave**

- Workers: Earn up to 40 hours of paid leave from work per year.
- Use: Workers can use paid leave for any reason of their choosing. Employers may not require workers to provide a reason for their paid leave request or require a worker to find replacement work.
- Accrual: Workers earn 1 hour of paid leave for every 40 hours they work. Employers may also provide workers with all paid leave hours at the start of the 12-month period (floating leave).
- Carryovers: Workers rollover all unused accrued paid leave at the end of the year. Any unused floating leave does not have to be carried over.

**Retaliation is prohibited:** Penalties may apply to employers that take adverse action against workers who exercise their rights under this law.

**Penalties**

Workers may receive 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 filing out a complaint form at [labor.illinois.gov/peflaw](http://labor.illinois.gov/peflaw)

For a complete list of laws, see our website at [www.labor.illinois.gov](http://www.labor.illinois.gov)

For more information on how to file a complaint, visit [www.labor.illinois.gov/peflaw](http://www.labor.illinois.gov/peflaw)

**Existing Policy and Exclusions**

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

**Pay Transparency Updates to the Illinois Equal Pay Act of 2003**

**Employers with Pay Transparency Requirements**

Any employer with 15 or more employees who, after January 1, 2025, publishes a job posting for a specific employment opportunity is required to include pay and benefits information in the job posting IF the work to be performed:

- Physically in Illinois, at least in part OR
- Outside Illinois, but reporting to an Illinois supervisor, office, or work site.

**Opportunity for Promotion**

When an employer with 15 or more employees chooses to publish a job posting, the employer must also inform all current employees of the job opportunity.

- Please note that this requirement only applies for jobs to be performed at least in part in Illinois, or outside Illinois but reporting to an Illinois supervisor, office, or work site.

**Required Information**

Wage or salary (or a defined pay range) and general description of benefits for the position being advertised.

Employers may include a hyperlink to a publicly viewable web page that includes pay and benefits, so long as it provides pay and benefits for the specific position.

**Complaints**

A person may file a complaint about pay transparency or promotional opportunity in job postings within one year of the violation.

To file a complaint, visit [labor.illinois.gov/peflaw](http://labor.illinois.gov/peflaw)

**Retaliation**

An employer or an employment agency shall not refuse to interview, hire, promote, or employ, continue to employ, or rehire an applicant for employment or an employee for exercising any right under subsection.

**Penalties**

An employer may have to pay penalties if, after investigation, the Department finds that they have violated these requirements.

Phone: (312) 793-4797  
Email: [DOL.EqualPay@illinois.gov](mailto:DOL.EqualPay@illinois.gov)  
Website: [labor.illinois.gov/peflaw](http://labor.illinois.gov/peflaw)

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