



State of Illinois
Illinois Department of Labor



POCKET GUIDE

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www.Labor.Illinois.gov

Mission Statement

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.

Information current as of August 2024. For the most up-to-date information on the laws enforced by IDOL, please visit our web site at **Labor.Illinois.gov**

CONTACT INFORMATION

Toll-Free Numbers

Minimum Wage/Overtime.....	800-478-3998
Child Labor Law	800-645-5784
Day Labor Services.....	877-314-7052
Equal Pay	866-EPA-IDOL

Workplace Safety and Health Consultation Program

800-972-4216

TDD: 888-758-6053

<http://www.OSHA.Illinois.gov>

<http://www.Illinois.gov/worksafe>

Download this Guide



<https://labor.illinois.gov/about/resources.html>

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WAGE PROTECTIONS

EQUAL PAY ACT

Prohibits employers from paying unequal wages to men and women, and to Black workers and non-Black workers, for doing the same or substantially similar work, within the same county. Prohibits dismissal or retaliation against employees for discussing their own, or others' pay. Prohibits prospective employers from requesting salary history information from job applicants.

WAGE AND BENEFIT TRANSPARENCY IN JOB POSTINGS

Requires all employers with 15+ employees to include a salary range and description of benefits on postings of job opportunities; and to circulate internally any job opportunity posting that they have posted externally.

[*DOL.Questions@Illinois.gov*](mailto:DOL.Questions@Illinois.gov)

Phone: 866-372-4365

FREELANCE WORKER PROTECTION

Provides protections for independent contractors who provide products or services in Illinois or who work for a client located in Illinois when the value of that work is equal to or greater than \$500 in a 120-day period. Effective for contracts dated after July 1, 2024.

[*DOL.Freelance@Illinois.gov*](mailto:DOL.Freelance@Illinois.gov)

Phone: 312-793-1817

MINIMUM WAGE LAW/OVERTIME

Guarantees a minimum wage of \$14 per hour for most workers 18 years of age and older. The minimum wage rate will increase to \$15 per hour on January 1, 2025. Employees who receive tips must be paid at least 60% of the applicable minimum wage. Most hourly employees, and some salaried employees, must be paid at time and one-half of their regular pay for hours worked over 40 in a workweek.

[*DOL.MWOT@Illinois.gov*](mailto:DOL.MWOT@Illinois.gov)

Phone: 800-478-3998

PREVAILING WAGE ACT

Requires contractors and subcontractors to pay workers employed on public works construction projects no less than the general prevailing rate of wages (consisting of hourly cash wages and fringe benefits) for the specific category of work in the county where the work is performed.

DOL.PWD@Illinois.gov

Phone: 312-793-3600

WAGE PAYMENT AND COLLECTION ACT

Establishes when, where and how often wages must be paid and prohibits deductions from wages or final compensation without the employee's consent. IDOL also provides assistance to workers in the collection of wages and final compensation including unused vacation pay, commissions, bonuses or other fringe benefits.

DOL.Wages@Illinois.gov

Phone: 312-793-2808

LEAVE PROTECTIONS

CHILD EXTENDED BEREAVEMENT LEAVE

Provides job-protected, unpaid leave for parents who experience the loss of a child through suicide or homicide.

DOL.LeaveRights@illinois.gov

Phone: 312-793-2600

EMPLOYEE SICK LEAVE ACT

Requires employers to allow employees to use at least a portion of their paid or unpaid sick leave time that is already available to them, under certain existing employer policies, to care for certain relatives.

DOL.LeaveRights@illinois.gov

Phone: 312-793-2600

FAMILY BEREAVEMENT LEAVE

Establishes that qualifying employees of employers with more than 50 employees are entitled to 2 weeks of unpaid time off to grieve and make arrangements for and attend services related to the death of a covered family member; miscarriage; or unsuccessful fertility treatment, surrogacy, or adoption.

DOL.LeaveRights@illinois.gov

Phone: 312-793-2600

PAID LEAVE FOR ALL WORKERS

Allows workers to earn up to 40 hours of paid leave from work each year. Workers can use paid leave for any reason and employers may not require workers to provide a basis for their time off request. Workers earn one (1) hour of paid leave for every 40 hours they work.

DOL.PaidLeave@illinois.gov

Phone: 312-793-2600

SCHOOL VISITATION RIGHTS ACT

Provides employed parents and guardians the right to take up to 8 hours of unpaid leave during the school year to attend necessary educational or behavioral conferences at their children's schools. Prohibits the employer from terminating the employee for being absent from work because of the above activities.

DOL.SchoolVisitation@Illinois.gov

Phone: 312-793-2804

VICTIMS' ECONOMIC SECURITY & SAFETY ACT

Provides employees who are victims of violence, and employees who have a family or household member who is a victim of violence, with up to 12 weeks of unpaid, job-guaranteed leave; reasonable accommodations; and protections from discrimination and retaliation.

DOL.Questions@Illinois.gov

Phone: 312-793-2800

OTHER WORKER RIGHTS AND PROTECTIONS

CHILD LABOR LAW

Regulates the employment of workers under 16 years of age. The law protects children by requiring employment certificates; prohibiting work in hazardous occupations; and limiting working hours, among other requirements.

DOL.ChildLaborQuestions@illinois.gov

Phone: 800-645-5784

CONSUMER COVERAGE DISCLOSURE ACT

Requires any employer who provides group health insurance coverage to employees in Illinois to provide all employees with a list of essential health insurance benefits regulated by the State of Illinois; as well as a comparison of which of those benefits are covered by the insurance plan that is provided by that employer.

DOL.ConsumerCoverageDisclosure@illinois.gov

(312) 793-2800

EMPLOYEE CLASSIFICATION ACT

Prohibits employment status misclassification in the construction industry. Addresses the practice of misclassifying employees as independent contractors.

DOL.ECA@Illinois.gov

Phone: 217-782-1710

EMPLOYMENT OF IL WORKERS ON PUBLIC WORKS ACT (Illinois Preference Act)

Requires contractors to use at least 90% Illinois laborers on all public works projects that receive State funds or funds administered by the State during a period of excessive unemployment.

DOL.Questions@Illinois.gov

Phone: 217-782-1710

JOB OPPORTUNITIES FOR QUALIFIED APPLICANTS ACT

Prohibits employers and employment agencies from inquiring about a job applicants' criminal records until the applicant has been determined to be qualified for the position and notified that the applicant has been selected for an interview or job offer.

DOL.BTB@Illinois.gov

Phone: 217-793-7191

MINORITY AND FEMALE BUILDING TRADES ACT (APPRENTICESHIP SURVEY)

Requires all construction apprenticeship programs in Illinois to submit a report to the Illinois Department of Labor concerning the race, gender, ethnicity and national origin of apprentices participating in their programs. The Illinois Department of Labor produces a report on its findings by March 31st of each year.

Phone: 217-782-1710

ONE DAY REST IN SEVEN ACT

Provides most employees with 24 consecutive hours of rest each consecutive 7-day period in addition to their regular period of rest at the end of each workday. Provides employees working 7.5 continuous hours with an unpaid meal period of at least 20 minutes no later than five hours after the start of work. Provides employees working 12 continuous hours with a second unpaid meal break.

DOL.ODRISA@Illinois.gov

Phone: 312-793-2804

PERSONNEL RECORD REVIEW ACT

Provides employees and past employees with the right to review, copy and correct personnel records, and regulates the gathering, sharing, and use of information about employees by their employers.

DOL.PRRRA@Illinois.gov

Phone: 312-793-2800

RIGHT TO PRIVACY IN THE WORKPLACE ACT

Makes it unlawful for any employer to request or require any employee or prospective employee to provide any access in any manner to their account or profile on a social networking website. Prohibits any individual from refusing to hire, terminate employment, or otherwise disadvantage any person because he or she uses alcohol, tobacco and/or cannabis away from the job site on non-working time.

DOL.RTPW@Illinois.gov

Phone: 312-793-7307

WHISTLEBLOWER PROTECTIONS

Protects whistleblowers from discrimination and retaliation under the Child Care Act of 1969 and the Environmental Protection Act.

Phone: 217-782-1710

WORKER ADJUSTMENT & RETRAINING NOTIFICATION (WARN) ACT

Requires employers with 75 or more full-time employees to give workers and certain government officials 60 days advance notice of a plant closing or mass layoff.

DOL.Questions@Illinois.gov

Phone: 217-782-1710

E-VERIFY

Requires employers who use E-Verify to provide employees with documentation if there is a discrepancy, and 30 days of job-protected unpaid leave to attempt to correct the discrepancy.

DOL.RTPW@Illinois.gov

Phone: 312-793-7307

WORKPLACE SAFETY

CONSULTATION SERVICES

Provides free consultation services and technical assistance to public and small- to medium-sized private sector employers with the goal of preventing workplace injuries and helping employers maintain an overall safe work environment.

DOL.Consultation@Illinois.gov

Phone: 800-972-4216

ILLINOIS OCCUPATIONAL SAFETY AND HEALTH ACT (OSHA)

Provides workplace safety and health protections for State and local government employees through enforcement of occupational safety and health standards and education about safe working conditions and occupational hazards. NOTE: Federal OSHA enforces health and safety laws at private sector workplaces.

DOL.Safety@Illinois.gov

Phone: 217-782-9386

EMPLOYMENT AGENCY LICENSING

DAY AND TEMPORARY LABOR SERVICES ACT

Requires staffing agencies that place workers on a daily or temporary basis in non-clerical occupations to register with IDOL and comply with certain employment standards. Establishes worker rights and protections, specifies the duties and responsibilities of day and temporary labor agencies, as well as third party clients, and sets forth monetary penalties for violations of the law.

DOL.DayLabor@illinois.gov

Phone: 877-314-7052

NURSE AGENCY LICENSING ACT

Mandates standards of operation, reporting requirements and licensing of nurse agencies that refer, employ, or assign registered nurses, licensed practical nurses, advanced practice registered nurses or certified nurse aides to Illinois health care facilities.

DOL.NurseAgency@Illinois.gov

Phone: 312-793-1804

PRIVATE EMPLOYMENT AGENCY ACT

Protects job seekers by investigating, licensing, and regulating private employment agencies and counselors.

DOL.PrivateEmployment@Illinois.gov

Phone: 312-793-2805

AMUSEMENT RIDES AND ATTRACTION SAFETY

AMUSEMENT RIDES & ATTRACTION SAFETY ACT

Requires annual safety inspections and the issuance of permits for all amusement rides and attractions, including but not limited to carnival rides, inflatable attractions, go-kart tracks, and trampolines used at public events. Prohibits attraction owners from hiring operators, assistants or attendants convicted of certain criminal or sexual offenses and requires the owner to perform criminal background and sex offender registry checks prior to hiring.

DOL.Rides@illinois.gov

Phone: 217-299-5512

