



ILLINOIS DEPARTMENT OF LABOR

Bruce Rauner  
Governor

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Director

# **EQUAL PAY ACT**

## **820 ILCS 112/1-90**

### **2015 Annual Report**

### **Administration and Enforcement Activities**

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## **I. INTRODUCTION**

The Illinois Equal Pay Act prohibits employers with four or more employees from paying unequal wages to men and women doing the same or substantially similar work, requiring equal skill, effort, responsibility and under similar working conditions; unless such wage difference is based upon a seniority system, merit system, a system measuring earnings by quantity or quality of production or factors other than gender.

The state law expands the federal Equal Pay Act of 1963 by covering more workers, providing better enforcement mechanisms and improving public awareness.

## **II. ADMINISTRATION**

The Illinois Department of Labor (IDOL) Conciliation and Mediation (ConMed) Division administers and enforces the Act and conducts outreach and education efforts regarding the law. Section 50 of the Act requires IDOL to file an annual report of its activities regarding administration and enforcement for the preceding fiscal year with the Governor and General Assembly no later than January 1 of each year. This report highlights IDOL activities for FY2015.

## **III. ENFORCEMENT**

In FY2015, IDOL received fifty-two (52) new equal pay complaints. Of these, the vast majority came from the Northern region of the state (71%). Although the Equal Pay Act provides wage protections to employees across the state, more than half (57%) of complaints were filed from individuals working in Cook County and DuPage counties.

ConMed investigated 84 complaints, which includes a rollover of complaints from the previous fiscal year. The total amount of back wages paid to individuals in 2015 totaled more than \$31,000.

## **COMPLAINTS:**

New Complaints Received: 52

Complaints Investigated: 84

## **WAGES RECOVERED FOR WORKERS:**

Wages Collected by IDOL: \$1,055.59

Wages Paid from Private Settlements: \$30,000

Total Wages Paid to Complainants: \$31,055.59

Additionally, the Department dismissed 35 cases in 2015 for the following reasons:

- (1) No equal pay violation was found after an IDOL investigation: 6
- (2) Complaint did not concern wage discrimination based upon gender: 28
- (3) Incomplete complaint: 1

## **IV. OUTREACH AND PUBLIC AWARENESS**

Resources for outreach and public awareness initiatives were limited during FY2015, i.e., limited staff, restrictions on travel and printing. Therefore, IDOL focused its outreach and public awareness efforts to providing information on the act, the complaint form, and other related resources on the website at <http://www.illinois.gov/idol/Laws-Rules/CONMED/Pages/equalpay.aspx>.

Paul Kersey, Division Manager  
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