



# Pay Transparency in Job Postings Fact Sheet for Employees | Illinois Equal Pay Act

**1.** The Illinois Equal Pay Act of 2003 (“IL EPA”) bars employers from paying workers differently based on sex or race (African-American) for doing the same work in the same county.

**2.** As of January 1, 2025, the IL EPA imposes new responsibilities if an employer with 15+ employees publishes a job posting for an employment opportunity that will be (1) physically performed in Illinois (at least in part) or (2) outside of Illinois but the employee will report to a supervisor, office, or other work site in Illinois.

- The requirement applies whether the 15+ employees are part- or full-time.

**3.** If an employer chooses to publish a job posting, then the posting must include the anticipated wage or salary range and benefits for the posted position. This is “pay transparency”.

- The pay transparency duty applies to all job postings – whether the posting is shared only with existing employees or open to the public – so long as the posting is for work to be done at least partly in Illinois or outside Illinois but reporting to a supervisor in Illinois (i.e. a remote worker elsewhere reporting to a manager in Illinois).
- A suitable pay range should be for the specific position advertised, and include the lowest to the highest pay such an employer actually believes it might pay for the particular job. The employer should avoid using open-ended phrases like “\$40,000 and up”, “up to \$60,000”, or “depends on experience”.
- When an employer with 15 or more employees chooses to publish such a job posting externally, such as on a job board or website, then the employer must, within 14 days, also inform all current employees of the job opportunity.
- There is no requirement under the law for the employer to post job postings – it just requires that the postings meet certain requirements if the employer chooses to post them.

**4.** Pay Transparency requirements apply to employers covered by a collective bargaining agreement (“CBA”) and an employer with a CBA should list anticipated pay and benefits in all job postings, even if these are determined by the CBA.

- A union worker who believes an employer has not complied with the IL EPA should consult with their union representative or counsel about their legal options if they believe a job posting did not satisfy IL EPA requirements.

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

- An employee can, but is not required to, go to their employer first if they have concerns about a pay transparency or promotional opportunity violation before filing an IDOL complaint.

**6.** An employer or an employment agency shall not refuse to interview, hire, promote, or employ, and shall not otherwise retaliate against, an applicant for employment or an employee for exercising their rights under the Equal Pay Act.



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