



ILLINOIS DEPARTMENT OF LABOR

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GOVERNOR

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DIRECTOR

Date: June 5, 2025

Bulletin for Day and Temporary Labor Service Agencies

Illinois Day and Temporary Labor Services Act (IDTLSA)

Dear IDTLSA Licensees:

Please be advised that the Illinois General Assembly has made several changes to the Illinois Day and Temporary Labor Services Act (820 ILCS 175/1 et seq.) in recent legislative sessions. You are encouraged to review updates to the Act and consult your legal counsel regarding your obligations as a licensee.

Some of the highlights regarding new and updated provisions establish the following:

- Requires Agencies to provide an **application receipt** to any laborer who applies for a job through them but is not assigned to a job. A sample application receipt is available on the Illinois Department of Labor (IDOL) website.
- Establishes that Agencies must **inform** laborers if the site where they are being sent to is currently experiencing a strike, lockout, picket, bannering, hand billing, or other work stoppage due to a labor dispute involving any controversy concerning wages, hours, terms, or conditions of employment; and, if so, **laborers have the right to refuse the assignment** to that worksite without prejudice to receiving another assignment.
- Regarding the “equal pay for equal work” provision of the law, 820 ILCS 175/42, its requirements are now applicable after “**720 hours within a 12-month period**” worked by the laborer for work performed on or after April 1, 2024.

The Department has recently proposed Rules to further implement these changes. The Department’s proposed rules for this Act can be found on page 7232 of [Volume 49, Issue 21, of the Illinois Register dated May 23, 2025.](#)

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