



ILLINOIS DEPARTMENT OF LABOR

JB PRITZKER
GOVERNOR

JANE R. FLANAGAN
DIRECTOR

Date: August 13, 2024

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 changes to the Illinois Day and Temporary Labor Services Act (820 ILCS 175). These changes are effective immediately, as of August 9, 2024. You are encouraged to read the bill and consult your legal counsel regarding your obligations under the law.

[Illinois General Assembly - Full Text of SB3650 \(ilga.gov\)](https://www.ilga.gov/legislation/bills-intro.aspx?ID=13650)

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. The Illinois Department of Labor (IDOL) will add a sample application receipt to our web site in the coming days;
- 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; and
- Regarding the existing “equal pay after 90 days^{*}” provision of the law, there have been changes:
 - This requirement is now applicable after “**720 hours worked**” by the laborer instead of “90 days of assignment” and counts work performed on or after April 1, 2024.

In the coming months the Department will also work on Rules to further implement these changes. Please visit our website at <https://labor.illinois.gov/laws-rules/fls/day-temporary-labor.html> for more information.

**NOTE: The “equal benefits” part of the law remains enjoined by the courts and is not currently being enforced by the Department.*

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

Michael A Bilandic Building
160 North LaSalle, Suite C-1300
Chicago, Illinois 60601-3150
(312) 793-2800
Fax: (312) 793-5257

Regional Office Building
2309 West Main Street, Suite 115
Marion, Illinois 62959
(618) 993-7090
Fax: (618) 993-7258