
ILLINOIS DEPARTMENT OF LABOR FREELANCE WORKER PROTECTION ACT REPORT

PURSUANT TO 820 ILCS 193/45



JB Pritzker, Governor

Jane R. Flanagan, Director

JULY 1, 2025



ILLINOIS DEPARTMENT OF LABOR

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GOVERNOR

JANE R. FLANAGAN
DIRECTOR

Executive Summary

The Freelance Worker Protection Act, 820 ILCS 193/1-55 (the “Act”), effective July 1, 2024, provides protections for freelance workers who provide products or services in Illinois or who work for a hiring entity located in Illinois.

Freelance workers under the Act are independent contractors who provide work equal to or greater than \$500 over a 120-day period. Freelance workers can work in any industry, but common industries for freelancers include film, video and photography, graphic and web design, social media management and content creation, media and journalism, translation services and personal care (hair stylists, makeup artists, etc.) However, employees under Section 10 of the Employee Classification Act, employees under Section 2 of the Illinois Wage Payment and Collection Act, construction workers, and individuals that are contracted by the US government, the State of Illinois, a unit of local government including school districts, or any foreign government are not covered by the Act.

Under the Act, freelance workers are entitled to (1) a written contract detailing contact information, products or services to be provided, and compensation, (2) full payment for the services by the due date in the contract, or if the due date is not specified, within 30 days of completing the services outlined in the contract; and (3) protection from retaliation and/or other negative action for exercising rights under the Act.

The Illinois Department of Labor (“IDOL” or the “Department”)’s Informal Resolution and Mediation Unit (the “IRMU”) administers the Act. Complaints may be filed using an online complaint form available on the Department’s website: <https://labor.illinois.gov/laws-rules/legal/freelance-worker-protection-act>. When a completed complaint is filed, the IRMU initiates an information facilitation process between the parties. 820 ILCS 193/25(b).

To support the purposes of the Act, IDOL provides a model freelance worker contract in eleven languages, as well as fact sheets explaining workers’ rights under the Act. These resources have been collectively downloaded from IDOL’s website over 2000 times since the law went into effect.

The Act requires the IDOL to prepare a report one year after the effective date of the Act and every five years thereafter containing the following information:

- (1) the number of complaints received by the Department under this Act;
- (2) the value of the contracts disaggregated into ranges of \$500 and by the Section of this Act the associated contracting entity is alleged to have violated;
- (3) the numbers of responses and non-responses received from contracting entities by the Department disaggregated by contract value into ranges of \$500 and by the Section of this Act the associated contracting entity is alleged to have violated;
- (4) the general sector or occupation of the freelance workers submitting claims in accordance with this Act;
- (5) the counties where violations of this Act are alleged to have occurred, if in Illinois, including the number of violations from each county, identified by the county where the work was performed;
- (6) to the extent available, demographic data of the freelance workers who have alleged violations of this Act; and
- (7) legislative recommendations as the Director deems appropriate, which may include consideration of whether certain occupations should be exempted from the scope of the definition of freelance worker.

820 ILCS 193/45.

The following is IDOL's first report, which reflects complaints filed with the Department as of June 30, 2025.

I. Summary of Complaints

The IDOL has received 24 complaints under the Act from July 1, 2024, through June 30, 2025. IDOL lacked jurisdiction to initiate the information facilitation process for 14 complaints. The most common reasons IDOL lacked jurisdiction were (1) the contract was entered into prior to the effective date of the Act, and (2) the complainant was an employee rather than an independent contractor. In instances where the complainant is an employee, the IRMU contacts the complainant to discuss whether their complaint is covered by another law enforced by the Department, such as the Illinois Wage Payment and Collection Act or the Personnel Record Review Act.

II. Data

Value of contracts separated into ranges of \$500 and by the Section of this Act the associated contracting entity is alleged to have violated.

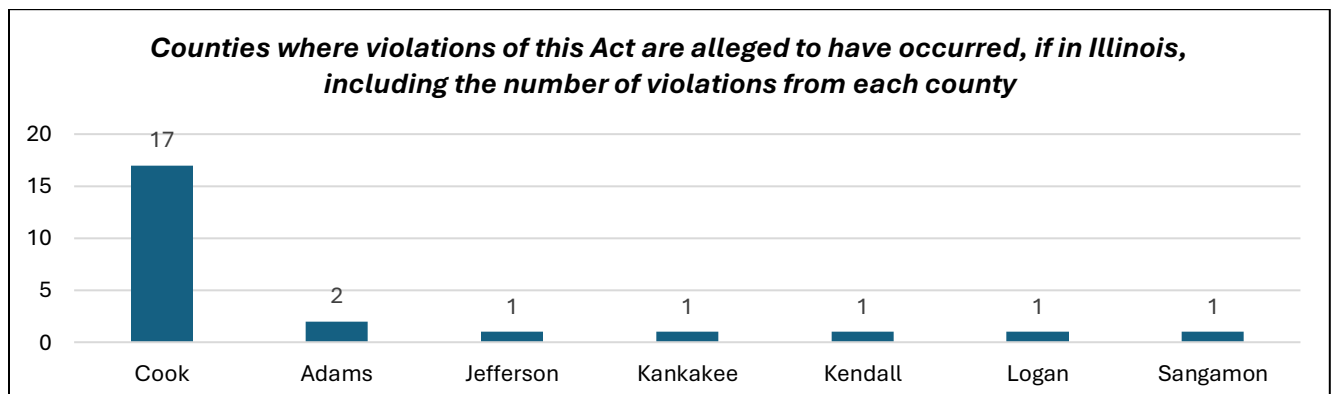
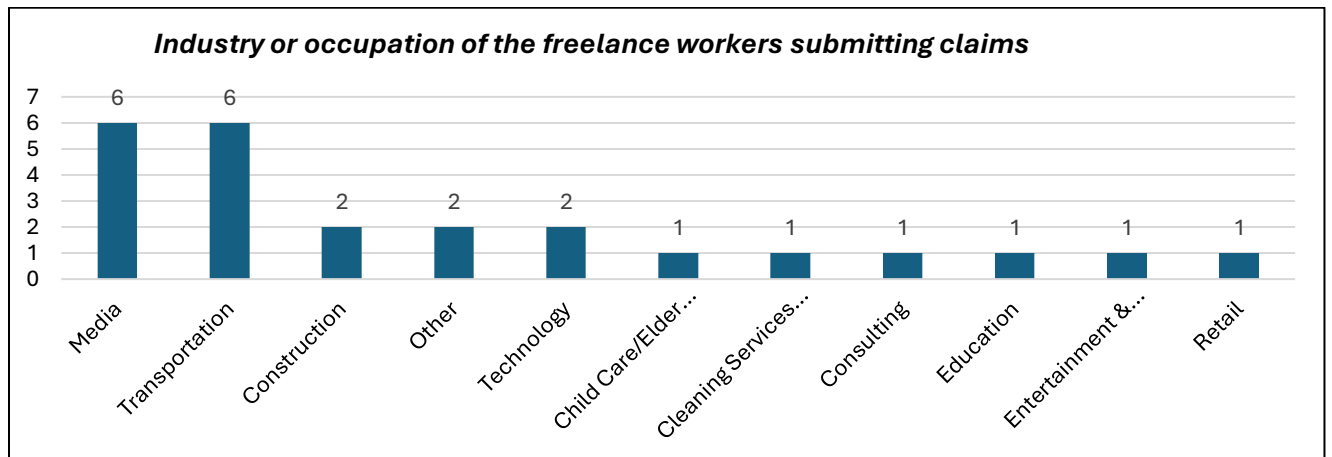
Definitions

Complaint Reason	Statutory Citation	Written Description
R1	820 ILCS 193/15	Failure to provide a written contract
R2	820 ILCS 193/10	Failure to make full payment for services by the due date in the contract, or if the due date is not specified, within 30 days of completing the services outlined in the contract
R3	820 ILCS 193/20	Retaliation for exercising rights under the Act

Contract Total	R1	R1 & R2	R1, R2, R3	R2	R2 & R3	R3	Total
\$0 - \$499	1				1		2
\$1,000 - \$1,499		1				1	2
\$2,000 - \$2,499				5			5
\$2,500 - \$2,999				1			1
\$3,000 - \$3,499					1		1
\$4,000 - \$4,499				2			2
\$5,000 - \$5,499			1	1			2
\$5,500 - \$5,999				1			1
\$7,500 - \$7,999				2			2
\$9,000 - \$9,499		1					1
\$16,000 - \$16,499		1					1
\$49,000 - \$49,499				1			1
\$91,000 - \$91,499				1			1
\$158,000 - \$158,499						1	1
\$481,500 - \$481,999				1			1
Total	1	3	1	15	2	2	24

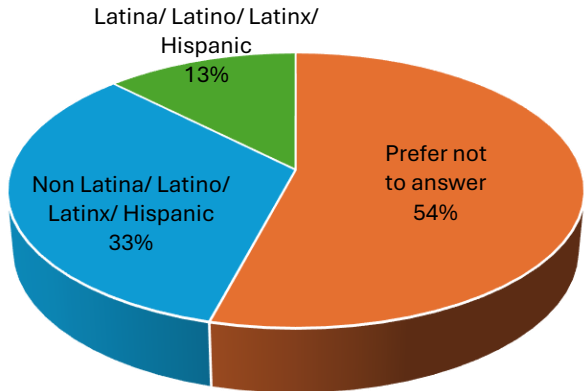
Whether a response to the Department's notice was received from the contracting entity separated by contract value into ranges of \$500.

Contract Total	N/A	No	Yes	Total
\$0 - \$499	2			2
\$1,000 - \$1,499	1		1	2
\$2,000 - \$2,499	3		2	5
\$2,500 - \$2,999	1			1
\$3,000 - \$3,499	1			1
\$4,000 - \$4,499	1	1		2
\$5,000 - \$5,499	1	1		2
\$5,500 - \$5,999			1	1
\$7,500 - \$7,999	2			2
\$9,000 - \$9,499	1			1
\$16,000 - \$16,499			1	1
\$49,000 - \$49,499		1		1
\$91,000 - \$91,499	1			1
\$158,000 - \$158,499	1			1
\$481,500 - \$481,999	1			1
Total	16	3	5	24

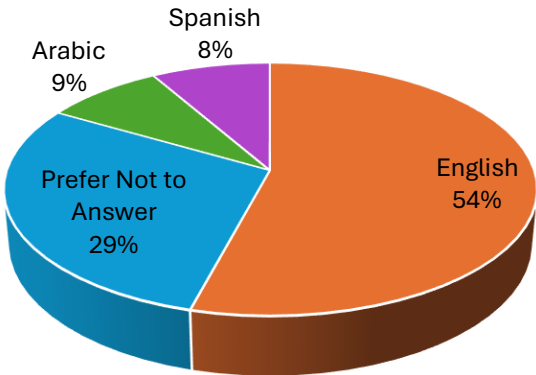


Demographic data of the freelance workers who have alleged violations of this Act.

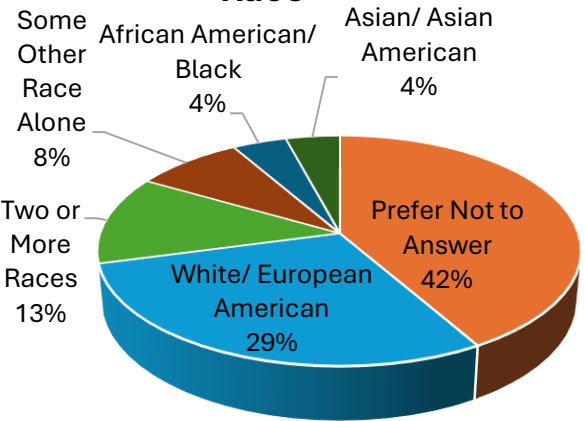
Ethnicity



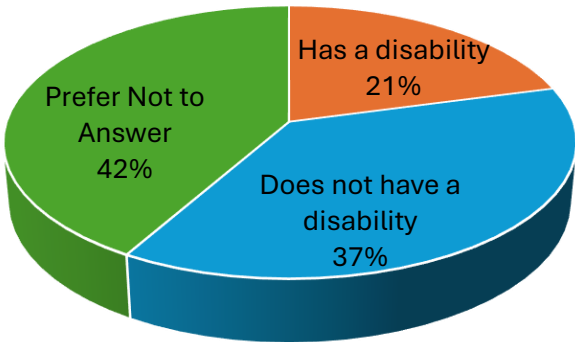
Language Spoken



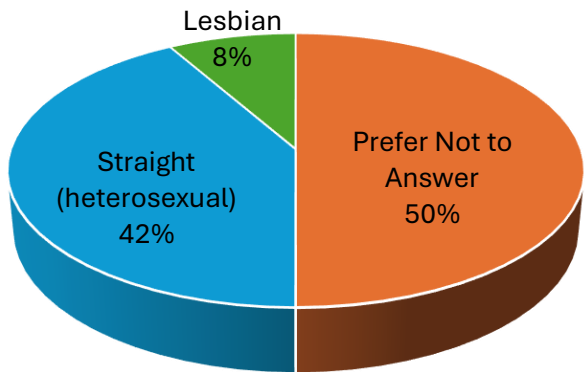
Race



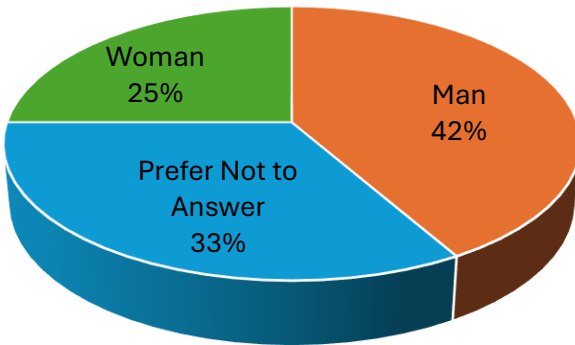
Disability Status



Sexual Orientation



Gender Identity



III. Recommendations

The IDOL has no legislative recommendations at this time.

IV. Strategic Plans

Moving forward, the IRMU will continue administering the Act. The IRMU will continue using informal resolution methods to help parties reach a resolution. Informal resolution methods may be expanded to include conducting mediations of complaints. The IDOL may also partner internally with the Fair Labor Standards Division to identify freelance workers' who are not covered by the Illinois Wage Payment and Collection Act or Minimum Wage Law but may have a complaint under the Freelance Worker Protection Act.

The IDOL plans to continue strategic outreach to increase the public's knowledge of workers' rights under the Freelance Worker Protection Act. Potential outreach opportunities include partnering with workers' rights groups and employer groups to provide education about freelance workers' rights under the Act. Moreover, IDOL will reach out to industry specific groups like those in the performing arts to ensure that they are aware of their rights under the Act.

V. Contact Information

Any questions or comments about the Act or this report may be submitted to the IRMU. Below is the contact information:

Informal Resolution and Mediation Unit
Illinois Department of Labor
160 North LaSalle Street, C-1300
Chicago, IL 60601
Phone: 312-793-1819
Email: dol.freelance@illinois.gov