



NEWS

JB Pritzker, Governor

Michael D. Kleinik, Director

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Illinois Employers must provide important health, safety and labor law information with required posters

SPRINGFIELD – Workers have specific rights aimed at protecting them physically and financially while on the job and providing for a safe and healthy work environment. To help ensure they know those rights, employers are required to prominently post Illinois Department of Labor-approved posters at their workplaces.

“It is important that employers display these posters where their workers will see them on a regular basis,” said Department of Labor Director Michael Kleinik.

Your Rights Under Illinois Employment Laws Poster

This poster is required to be prominently displayed by all employers in Illinois. The Your Rights Under Illinois Employment Laws poster includes information on the minimum wage, the Wage Payment and Collection Act, the Equal Pay Act, the Victims’ Economic Security and Safety Act (VESSA), meal and rest period rules and child labor laws.

- For more information or if you have questions on minimum wage law, please call 800-478-3998
- Questions on unpaid wages, please call the Fair Labor Standards Division at 312-793-2800.
- Questions on the Equal Pay Act, please call 866-372-4365.
- Questions on the Victims’ Economic Security and Safety Act, please call 312-793-6797.
- Question on meal and rest periods (One Day Rest in Seven Act), call 312-793-2804.
- Questions on child labor law and work permits, call 800-645-5784.

Here is a link to the Your Rights Under Illinois Employment Laws Poster:

<https://www2.illinois.gov/idol/Employers/SiteAssets/Pages/posters/2020OmnibusPoster11x17.pdf>

A separate poster focusing on the Victims' Economic Security and Safety Act is also available here:

<https://www2.illinois.gov/idol/Employers/SiteAssets/Pages/posters/DOL%20VESSA%20PosterSmall2020.pdf>

Job Safety and Health Poster

This poster is required to be prominently displayed by all public-sector employers in Illinois. Illinois OSHA, a division of the Illinois Department of Labor, covers public-sector employers in the state. Public sector refers to government entities, such as state offices or on the local level fire departments, sewer departments and public works departments.

In Illinois, most private-sector employers fall under federal OSHA's jurisdiction, which also requires the display of a similar poster.

The poster provides a summary of employees' rights, for example:

- You have the right to notify your employer or IDOL about workplace hazard. You can remain confidential upon request.
- You have the right to see IDOL citations issued to your employer.
- You have the right to request an IDOL inspection if you believe that there are unsafe or unhealthy working conditions.

And it also addresses employers' responsibilities:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under this Act.
- You must post any citations issued by IDOL at or near the place of the violations.

The poster also notifies employers that they are required to orally report all work-related fatalities to Illinois OSHA within eight hours and report all work-related in-patient hospitalizations, amputations or losses of an eye within 24 hours at the Illinois OSHA hotline – 217-782-7860.

Here is a link to the IDOL safety poster: <https://www2.illinois.gov/idol/Laws-Rules/safety/Documents/ILOSHASafetyHealthPosterEnglish01162019.pdf>

Here is a link to the Illinois OSHA reporting requirements graphic:

<https://www2.illinois.gov/idol/Laws-Rules/safety/SiteAssets/Pages/IL-OSHA-FactSheets-Publications/OSHA%20Infographic%20English%202020.pdf#search=illinois%20osha%27s%20reporting%20requirements>

Here is a link to the federal OSHA safety poster: <https://www.osha.gov/Publications/poster.html>

Employee Classification Act Poster

This poster is required for all construction contractors who use independent contractors.

The Employee Classification Act provides that individuals performing services for construction contractors are presumed to be employees of the contractor unless they meet certain criteria. This notice, in English, Spanish, and Polish, must be posted in a conspicuous place on each job site where those individuals perform services and in each of the contractor's offices.

You can find the poster at this link:

<https://www2.illinois.gov/idol/Employers/Documents/ECA3in1.pdf>

Day and Temporary Labor Service Act Poster

The Day and Temporary Labor Services Act provides for the regulation of day and temporary labor agencies, establishes worker rights and protections, specifies the duties and responsibilities of day and temporary labor agencies and third-party clients, sets forth penalties and enforcement procedures for violations of the law and requires third-party clients that contract with day or temporary labor agencies to verify that they are registered with the Department of Labor or face monetary penalties.

Agencies must post this notice, in English or any other language generally understood in the locale of the agency, in the public access area of each work location or branch office.

Here are links to the poster:

English: <https://www2.illinois.gov/idol/Employers/Documents/DLposterE.pdf>

Spanish: <https://www2.illinois.gov/idol/Employers/Documents/DLposterS.pdf>

Polish: <https://www2.illinois.gov/idol/Employers/Documents/DLposterP.pdf>

For more information on the Illinois Department of Labor, visit our website at www.labor.illinois.gov