

NEWSLETTER



ILLINOIS
DEPARTMENT
OF LABOR

NEW LAWS & REGULATIONS

- Paid Leave for All Workers Act took effect January 1st
- Child Extended Bereavement Leave Act took effect January 1st
- Amendments to the Victims' Economic Security & Safety Act took effect January 1st
- Freelance Worker Protection Act takes effect July 1st
- Salary Transparency amendments to the Equal Pay Act of 2003 take effect January 1, 2025

MESSAGE FROM THE DIRECTOR

Welcome to the Illinois Department of Labor's inaugural newsletter!

The mission of the Department is to protect and promote the wages, welfare, working conditions, and safety of Illinois workers by enforcing State labor and employment laws, providing compliance assistance to employers, and increasing public awareness of workplace protections.

Whether you are an employer, HR professional, government partner, policymaker, advocate, or just someone who wants to know more about their rights at work, this newsletter is intended to be a resource for information about the Department and the more than two dozen workplace laws we enforce.

DEPARTMENT NEWS & UPDATES

NEW LEAVE RIGHTS DIVISION

- The Department has a new Division! The Leave Rights Division was established in January 2024 to implement and enforce the new Paid Leave for All Workers Act and several other laws that give employees the right to take unpaid job-protected leave for the illness or loss of a family member. You can find more information about these laws under the "Laws and Rules" tab of the Department's website.
- If you have questions about the Paid Leave for All Workers Act, you can email us at DOL.PaidLeave@illinois.gov. For questions about the Family Bereavement Leave Act, the Child Extended Bereavement Leave Act, and the Employee Sick Leave Act, you can email us at DOL.LeaveRights@illinois.gov.
- To learn more about the new Paid Leave Law please register for a paid leave webinar.

EQUAL PAY REPORTING

The State's Equal Pay Act was amended a few years ago to require private businesses with over 100 employees to file payroll data with the Department every two years in order to obtain an Equal Pay Registration certificate. Thousands of businesses have completed their reporting and submission in the initial two-year reporting cycle. The Department holds monthly trainings on how to get registered and in compliance. If you or your business is interested in attending, please email jason.keller@illinois.gov.

ILLINOIS ON-SITE CONSULTATION PROGRAM EVENT & RESOURCES



The Illinois On-Site Safety and Consultation Program offers free and confidential safety and health consultations to small- and medium-sized businesses. This Spring, On-Site joined federal OSHA to conduct workplace safety trainings to the construction workers at the future site of the Obama Presidential Library. The Obama Library site is being built under a private-state-and federal partnership program to ensure top-tier worker health and safety. For more information or to request a consultation, visit our [IL On-Site Safety and Health Consultation Program](#) website or check out our Small Business Safety and Health Handbook, available in [English](#) and [Spanish](#), featuring self-inspection checklists to help employers identify and address workplace hazards.

UPDATED MOBILE-FRIENDLY WAGE CLAIMS FORM

The Department's largest volume of complaints is for unpaid wages. Wage claims filed year over year (2022 vs. 2023) increased by 25% and nearly 1,100 wage claims were received in the first two months of 2024. In response, the Department has worked to update and streamline wage claims processes and recently engaged with DocuSign to create online, mobile-friendly wage claim complaint forms. [Click here to access the list of complaint forms on our website](#) using our expedited claim process. If you have any questions please call 312-793-2808.

SUMMER CARNIVAL SAFETY

The [Amusement Ride and Attraction Safety Division](#) has been busy inspecting everything from Six Flags to ropes courses to traveling amusement shows for the season. All rides must pass inspection and meet applicable operation standards before they are allowed to operate in Illinois. Look for the IDOL inspection sticker when you are out enjoying amusement attractions with friends and family!

RESOURCES

- [Job postings at the Department](#): We welcome applicants! Please consider sharing our job posting with your networks!
- The Department reports various data annually to the Governor and the General Assembly. At the end of March, we filed our annual report on the survey of construction apprenticeships in Illinois and the demographic makeup of the programs that responded: [State Construction Minority and Female Building Trades Annual Report](#).

UPCOMING EVENTS

- July 10: [Warehouse Safety Task Force](#)
- July 18: [Paid Leave for All Workers Act Employer Webinar](#)
- August 8-18: Illinois State Fair
- August 13: [Labor Advisory Board](#)
- August 15: [Paid Leave for All Workers Act Employer Webinar](#)
- August 23-September 2: DuQuoin State Fair
- September 19: [Paid Leave for All Workers Act Employer Webinar](#)
- October 17: [Paid Leave for All Workers Employer Webinar](#)

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