



NEWS & UPDATES

Happy New Year! Thank you for reading IDOL's first newsletter of 2025 featuring important updates to labor laws that you should know about. We are committed to keeping you informed as we navigate the year ahead together.

Equal Pay Act Pay Transparency

The Pay Transparency amendment to the Illinois Equal Pay Act of 2003 requires an employer to include pay scale and benefit information in job postings if the employer has more than 15 employees. When an employer makes an external job posting, the employer must also announce, post, or otherwise make known to all current employees all opportunities for promotion within 14 days. The Department has received over 250 complaints since the amendments took effect on January 1, 2025. For more information visit our website: [Pay Transparency](#).

Child Labor Law of 2024

Governor Pritzker signed into law the Child Labor Law of 2024 with the goal of protecting minors from labor exploitation. The legislation modernized the child labor law and provided a structure for youth workers to engage in safe, age-appropriate work, while protecting their health and access to education. The bill sets standards for working conditions for children aged 15 and younger, including limiting hours of work and updating the list of jobs that minors cannot hold.

Minimum Wage

The Minimum Wage is now \$15 per hour, \$9 for tipped employees, and \$13 for workers under 18.

Pay Stubs

Under [PA 103-0953](#), employers are required to provide pay stubs to employees each pay period. The pay stubs must include hours worked, pay rates, overtime pay, and deductions from wages.

E-Verify

Employers in Illinois may choose to use the federal E-Verify system to check employment eligibility. However, employers using E-Verify should be aware that they must comply with certain training, posting, and verification requirements. Illinois law prohibits employers from using E-Verify to pre-screen job applicants that have not been offered a position with the company. An employee or applicant for employment who believes that their rights have been violated may file a complaint with the Department under the Right to Privacy in the Workplace Act and employers are prohibited from taking any adverse action against an individual for filing such a complaint.

One Day Rest in Seven Act (ODRISA)

The One Day Rest in Seven Act (ODRISA) provides employees with the right to a day of rest per week, as well as meal and rest breaks. The Illinois General Assembly recently amended ODRISA by adding anti-retaliation protections for employees who exercise a right provided by the Act, with an associated penalty provision consistent with the Illinois Wage Payment and Collection Act and the Paid Leave for All Workers Act; and codified that penalties assessed by the Department under the Act may be recovered in a civil action, during which the Department is represented by the Attorney General.

Outreach and Engagement

IDOL prioritizes community outreach to promote compliance and foster meaningful connections with workers and employers across the state. Last year, IDOL hosted or partnered on over 100 events, workshops and webinars aimed at educating workers on their labor rights and employers on compliance, reaching more than 8,000 people. These efforts could not have been achieved without your partnership, and we are looking forward to our collaboration this year.

If you are interested in collaborating or hosting an event with IDOL please reach out to Elizabeth.Guerrero@Illinois.Gov.

Upcoming Events

[Equal Pay Act Pay Transparency Webinars:](#)
February 11

IDOL offices are closed on the following days:
February 12 and February 17

[Click here for links to IDOL websites & social media](#)

