

ILLINOIS DEPARTMENT OF LABOR

Bruce Rauner
Governor

Joseph Beyer
Acting Director



EQUAL PAY ACT
820 ILCS 112/1-90

2017 Annual Report
Administration and Enforcement Activities

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

900 South Spring Street
Springfield, Illinois 62704-2725
(217) 782-6206
Fax: (217) 782-0596

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

I. INTRODUCTION

The Illinois Equal Pay Act (820 ILCS 112/1-90) (the Act) prohibits employers from paying unequal wages to men and women doing the same or substantially similar work, requiring equal skill, effort, responsibility and under similar working conditions; unless such wage difference is based upon a seniority system, merit system, a system measuring earnings by quantity or quality of production or factors other than gender.

The state law expands the federal Equal Pay Act of 1963 (29 U.S. Code Chapter 8 § 206(d)) by covering more workers, providing better enforcement mechanisms and improving public awareness.

II. ADMINISTRATION

The Illinois Department of Labor (IDOL) Conciliation and Mediation (ConMed) Division administers and enforces the Act and conducts outreach and education efforts regarding the law. Section 50 of the Act requires IDOL to file an annual report of its activities regarding administration and enforcement for the preceding fiscal year with the Governor and General Assembly no later than January 1 of each year. This report highlights IDOL activities for 2017.

III. ENFORCEMENT

The Act provides wage protections to employees across the state. In 2017, IDOL received 36 new equal pay complaints. Individuals working outside of Chicago filed the majority of the 2017 complaints. Eight new complaints came from the Chicago region.

The ConMed Division investigated 58 complaints, which includes a rollover of complaints from the previous fiscal year. The total wages paid to individuals from private settlements in 2017 was \$6,500.00. The total amount of back wages paid due to administrative enforcement was \$7,437.50. Therefore, the total amount of back wages paid to individuals in 2017 amounted to \$13,937.50. The Division also collected \$743.75 in penalties resulting from administrative enforcement.

COMPLAINTS:

New Complaints Received: 36
Complaints Investigated: 58

WAGES RECOVERED FOR WORKERS:

Wages Collected by IDOL: \$7,437.50
Wages Paid from Private Settlements: \$6,500.00
Total Wages Paid to Complainants: \$13,937.50

PENALTIES RECOVERED:

Penalties Collected by IDOL: \$743.75

Additionally, IDOL dismissed 24 cases in 2017 for the following reasons:

- (1) No Equal Pay Act violation found after IDOL investigation: 4
- (2) Complaint did not concern wage discrimination based upon gender: 20
- (3) Incomplete complaint: 0
- (4) Complainant withdrew claim: 0

IV. OUTREACH AND PUBLIC AWARENESS
--

Resources for outreach and public awareness initiatives were limited during 2017, i.e., limited staff, restrictions on travel and printing.

Adam Schuster, Division Manager
December 31, 2017