

State of Illinois • Illinois Department of Labor

Pay Transparency Updates to the Illinois Equal Pay Act of 2003

Employers with 15 or more employees who, after January 1, 2025, publish a job posting for a specific employment opportunity are required to include pay and benefits information in the job posting if the work to be performed is:

- Physically in Illinois, at least in part OR
- Outside Illinois, but reporting to an Illinois supervisor, office, or work site.

Required information
Wage or salary (or a defined pay range) and general description of benefits for the position advertised.

Opportunity for Promotion
When an employer with 15 or more employees chooses to publish a specific job posting externally, such as on a job board or website, then the employer must also inform all current employees of the job opportunity.

Please note that this requirement only applies for jobs to be performed in all or part of Illinois, or outside Illinois but reporting to an Illinois supervisor, office, or work site.

Complaints
A person may file a complaint about pay transparency or promotional opportunity in job postings within one year of the violation.

Retaliation
An employer or an employment agency shall not refuse to interview, hire, promote, or employ, and shall not otherwise retaliate against, an applicant for employment or an employee for exercising any rights under subsection.

Penalties
An employer may have to pay penalties if, after investigation, the Department finds that they have violated these requirements.

Phone: 312-795-6767
Email: SOL_Equality@illinois.gov
Website: Labor.illinois.gov

Illinois Department of Employment Security

NOTICE to workers about Unemployment Insurance Benefits

THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

FLING CLAIM
The Illinois Unemployment Insurance Act provides for the payment of benefits to eligible unemployed workers and for the collection of employer contributions from liable employers. It is designed to provide living expenses while new employment is sought.

Each employer shall deliver the pamphlet "What Every Worker Should Know About Unemployment Insurance" to each worker separated from employment for an expected period of more than 14 days.

A claimant may also be entitled to receive, in addition to the weekly benefit amount, an allowance for a non-working spouse or a dependent child or children. The allowance is a percentage of the average weekly wage of the claimant or her/his base period. The weekly benefit amount plus any allowance for a dependent will take the total amount payable.

NOTE: Illinois unemployment insurance benefits are paid from a trust to which employers contribute. No deductions may be made from the wages of workers from the Illinois Department of Employment Security by each employer without consent.

EMPLOYMENT INFORMATION is available from any Illinois Department of Employment Security office. To locate the office nearest you, call 1-800-244-5631 or access the locations through our website at www.ides.illinois.gov.

BENEFITS
Even if you are filing a new claim, your unemployment insurance benefits must serve an unpaid waiting week for which he has filed and is otherwise eligible.

The claimant's weekly benefit amount is usually a percentage of the worker's average weekly wage. The worker's average weekly wage is computed by dividing the wages paid during the two highest quarters of the base period by 26. The maximum weekly benefit amount is a percentage of the statewide average weekly wage. The minimum weekly benefit amount is \$51. The statewide average weekly wage is calculated each year.

If Your Benefit Year Begins: Your Base Period Will Be:
This year between: Last year between:
Jan. 1 and March 31: Jan. 1 and Sept. 30 and the year before from Oct. 1 and Dec. 31

This year between: Last year between:
April 1 and June 30: April 1 and Dec. 31

This year between: Last year between:
July 1 and Sept. 30: April 1 and Dec. 31 and the year between Jan. 1 and March 31

This year between: Last year between:
Oct. 1 and Dec. 31: July 1 and Dec. 31 and the year between Jan. 1 and March 31

It is important to remember, a claimant must be paid a minimum of \$1,600 during the base period with at least \$440 of that amount being paid outside the highest calendar quarter.

REPORTING TIPS
Each employer who receives tips must report these tips to employers in a written form on Form IES-5, "Employer's Report of Tips." This duplicate, Employer's card furnishes this form on request. This report shall be submitted on the day the wages are paid, or no later than the next payday, and shall include the amount of tips received during the pay period.

TAXATION OF BENEFITS
Unemployment insurance benefits are taxable if you are required to file a state or federal income tax return. You may choose to have federal and/or Illinois state income tax withheld from your weekly benefits. Since benefits are not subject to mandatory income tax withholding, you may choose to have federal and/or Illinois state income tax withheld from your payments using Internal Revenue Form 1545-B and the Illinois Department of Revenue Form 1-1040 ES.

FOR ADDITIONAL INFORMATION, call these toll-free numbers:
Illinois Revenue Service: 1-800-244-1040
Illinois Department of Employment Security: 1-800-723-8866 (TW 8/12)

EMPLOYERS ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.

PREGNANCY AND YOUR RIGHTS in the WORKPLACE

Are you pregnant, recovering from childbirth, or do you have a medical or common condition related to pregnancy?

If so, you have the right to:

- Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent bathroom breaks, assistance with heavy work, a private space for expressing milk, or time off to recover from your pregnancy.
- Request a reasonable accommodation offered by your employer for your pregnancy.
- Continue working during your pregnancy if a reasonable accommodation is available which would allow you to continue performing your job.

Your employer cannot:

- Discriminate against you because of your pregnancy.
- Retaliate against you because you requested a reasonable accommodation.

It is illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable accommodation because of your pregnancy. Information regarding your rights, under the Illinois Department of Human Rights' fact sheet from our website at illinois.gov.

Esig legal es un empleado/a hispanico/a, escriba o contáctese a un representante/a de asistencia razonable a causa de su embarazo. Para obtener información sobre su embarazo y sus derechos en el lugar de trabajo en español, visite illinois.gov.

For immediate help or if you have any questions, call (312) 814-8200 or (217) 785-5100 or (866) 740-9953 (TTY)

Learn more, contact IDHR, or initiate a charge at <https://illinois.gov>

State of Illinois • Department of Labor

Victims' Economic Security and Safety Act (VESSA)

REQUIRED POSTING FOR EMPLOYERS

VESSA provides employees who are victims of domestic violence, sexual violence, gender violence, or any other crime of violence, and employees who have a family or household member who is a victim of such violence, with needed, job-related leave, reasonable accommodations, and protection from discrimination and retaliation.

This law may be used by the employee or the employer's family or household member to:

- Secure an incident of domestic violence, sexual violence, gender violence, or any other crime of violence.
- Secure a restraining order, protective order, or any other form of legal protection.
- Secure a protective order, protective order, or any other form of legal protection.
- Secure a protective order, protective order, or any other form of legal protection.

NOTICE AND CERTIFICATION: Employees must provide an employer with at least 48 hours prior notice, unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an employer must provide written notice within 72 hours after the crime.

DISGUISE OF IDENTITY: Employees may request that their employer take steps to protect their identity from disclosure to the public, including changing their name, social media profiles, and other identifying information.

REASONABLE ACCOMMODATIONS: VESSA provides that employers are entitled to reasonable accommodations to address the needs of the victims. Accommodations may include flexible work schedules, telework, and other accommodations.

DISCRIMINATION AND RETALIATION: VESSA prohibits employers from discriminating, retaliating, or otherwise mistreating an employee or job applicant under the individual violation.

COMPLIANCE: Employers must maintain the confidentiality of all information pertaining to the use of VESSA leave, unless the employee or member of the employee's family or household member requests otherwise.

WORKER INFORMATION: Employees should be informed of their rights under VESSA. Information should be provided in a language the employee can understand.

VESSA LEAVE: Employees are entitled to up to 10 days of paid leave per year for each incident of domestic violence, sexual violence, gender violence, or any other crime of violence, against the employee or a family or household member.

PAID LEAVE FOR ALL WORKERS ACT NOTICE

Employers must provide employees with up to 40 hours of paid leave for any reason.

Penalties: Employers may receive up to \$1,000 in penalties for each violation of the law.

Filing a Complaint: A worker may file a complaint with the Illinois Department of Labor alleging a violation of the Act by filing out a complaint form at labor.illinois.gov.

Existing Policy and Exclusions: Certain employees may qualify for existing policies that provide more than 40 hours of paid leave. There are also certain categories of workers that are not covered by the law.

FOR MORE INFORMATION, or to file a complaint, contact the Department of Labor at 504 South 2nd St., Suite 400, Springfield, IL 62701 (217) 787-8206

YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.

REPORT DISCRIMINATION
To report discrimination, you may:

- Contact your employer's human resources or personnel department.
- Contact the Illinois Department of Human Rights (IDHR) at 414 Chicago.
- Contact the Illinois Equal Opportunity and Discrimination Institute at 1-877-338-7703 to talk to someone about your complaint.

RELIATION: It is unlawful for employers to treat people differently because they have reported discrimination, filed a complaint, or participated in an investigation, or helped others exercise their rights to complain about discrimination.

Notice to Employers / Employees
Your state law on minimum wage now which requires posting a notice regarding the aspects of that law. Employers are also required to post the Illinois Department of Labor's fact sheet on the U.S. Dept. of Labor Labor Standards Act in addition to this state posting. According to the Dept. of Labor, under Federal and state law, new federal minimum wage laws also require employers to post this notice.

This Posting is for Informational Purposes Only

State of Illinois • Illinois Department of Labor

Your Rights Under Illinois Employment Laws

This is a summary of laws that satisfies Illinois Department of Labor posting requirements.

Minimum Wage & Overtime
SETS MINIMUM WAGE FOR EMPLOYEES
Effective Jan. 1, 2025

\$15.00 PER HOUR
\$9.00 PER HOUR
\$13.00 PER HOUR

Child Labor
WORKERS UNDER AGE 16
Children under the age of 14 may not work in most jobs, except under limited conditions.

Violence Victims' Leave
Provides employees who are victims of domestic violence, sexual violence, gender violence, or any other crime of violence, or who have family or household members who are victims of such violence, with needed, job-related leave, reasonable accommodations, and protection from discrimination and retaliation.

Requires Paid Leave FOR ANY REASON
WORKERS UNDER AGE 18
Requires paid leave for up to 40 hours of leave per year for any reason.

Unpaid Wages
WAGE PAYMENT AND COLLECTION ACT
Employers must ensure that compensation, including earned wages, vacation pay, and other benefits, is paid to employees on time.

Meal & Rest Periods
ONE DAY REST IN SEVEN DAYS
Provides employees with consecutive hours of rest with every seven (7) consecutive days of work.

Equal Pay Act
Requires employers to pay equal wages to men and women doing the same or substantially similar work, unless such wage differential is based on a bona fide seniority system, a merit system, or factors other than gender.

Illinois Service Member Employment & Reemployment Rights Act (330 ILCS 61)
ISERRA (Illinois version of USERRA) protects the employment and benefits of service members who leave their civilian professions to serve our Nation's State.

YOUR RIGHTS UNDER THE ILLINOIS SERVICE MEMBER EMPLOYMENT & REEMPLOYMENT RIGHTS ACT (330 ILCS 61)

ISERRA (Illinois version of USERRA) protects the employment and benefits of service members who leave their civilian professions to serve our Nation's State.

WHO IS PROTECTED?
All members of the Armed Forces of the United States, whether active duty or reserve, including the National Guard when performing State duty.

WHAT ARE THE RIGHTS, BENEFITS AND OBLIGATIONS UNDER ISERRA?
ISERRA provides the same protections as USERRA (42 U.S.C. 4383-4383). Employees are required to provide evidence in order to qualify for benefits under ISERRA.

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ADP
Always Designing for People