

## State of Illinois • Illinois Department of Labor

### Pay Transparency Updates to the Illinois Equal Pay Act of 2003

**Employers with Pay Transparency Requirements**

Any employer with 15 or more employees who, after January 1, 2025, publishes a job posting for a specific employment opportunity is 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 offered), and

- Employers may include a hyperlink to a publicly accessible web page that includes pay and benefits, so long as it gives away benefits for the specific position.

**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 at least in part in Illinois, or outside Illinois but reporting to an Illinois supervisor, office, or work site.

**Complaints**

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

To file a complaint, visit [www.idll.gov](http://www.idll.gov).

**Retaliation**

An employer or an employment agency shall not refuse to interview, hire, promote, or employ an applicant but that otherwise relates to, and not applicable for enforcement of this provision, or any other law, if the applicant has filed a complaint or participated in an investigation.

**Penalties**

An employer may be liable for pay penalties if, after investigation, the Department finds that they have violated these requirements.

Phone: 312-792-4478  
Email: [IDLL@Illinois.gov](mailto:IDLL@Illinois.gov)  
Website: [www.idll.gov](http://www.idll.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. Claims should be filed as soon as possible after separation from employment. Claims can be filed online at [www.ides.illinois.gov](http://www.ides.illinois.gov) or at the nearest Illinois Department of Employment Security office to the worker's home. To be eligible for benefits, an unemployed individual must be available for work, able to work and actively seeking work and, in addition, must not be disqualified under any provisions of the Illinois Unemployment Insurance Act.

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. The pamphlet shall be delivered to the worker at the time of separation or, if delivery is impracticable, mailed within five days after the date of the separation to the worker's last known address. Pamphlets that are supplied by the Illinois Department of Employment Security to each employer without cost.

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 up the total amount payable.

If, during a calendar week an employer does not work full-time because of lack of work, he or she may be eligible for partial benefits if the wages earned in such calendar week are less than half the weekly benefit amount. For any such week, employers should provide a statement of "low earnings" which should be taken from their Illinois Department of Employment Security office.

**NOTE:** Illinois unemployment insurance benefits are paid from a trust fund to which employers contribute. No deductions may be made from the wages of workers for this benefit.

Unemployment insurance information is available from any Illinois Department of Employment Security office. To locate the office nearest you, call 1-800-244-5633 or access the locations through our website at [www.ides.illinois.gov](http://www.ides.illinois.gov).

**BENEFITS**

Every calendar week a claimant has a new claim for 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:

Year	Last year between:
Jan. 1 and March 31	Jan. 1 and Sept. 30 and the year before Oct. 1 and Dec. 31
April 1 and June 30	Jan. 1 and Dec. 31
July 1 and Sept. 30	April 1 and Dec. 31 and the year between Jan. 1 and March 31
Oct. 1 and Dec. 31	July 1 and Dec. 31 and the year between Jan. 1 and June 30

In order to be monetarily eligible, 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.

An employer is a monetarily eligible 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 or before the 15th of the month following the month in which the tips were paid. This form, on request, must report the amount of the tips to employers in a written form on or before the 15th of the month following the month in which the tips were paid. This form, on request, must report the amount of the tips to employers in a written form on or before the 15th of the month following the month in which the tips were paid.

**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, if you do not choose to withhold, you may be required to make estimated tax payments using Internal Revenue Service Form 1040-ES and Illinois Department of Revenue Form 1040-ES.

For additional information, call these toll free numbers:  
Internal Revenue Service 1-800-336-1040  
Illinois Department of Revenue 1-800-732-8866 (TW 8/12)

This poster fulfills all posting requirements for the Illinois Department of Employment Security.

**EMPLOYERS ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE ON THE PREMISES OF THE EMPLOYER WHERE OTHER NOTICES ARE POSTED.**

## State of Illinois • Department of Labor

# Victims' Economic Security and Safety Act (VESSA)

**REQUIRED NOTICE FOR EMPLOYERS**

VESSA protects employees who are victims of domestic violence, sexual violence, gender violence, or any other crime of violence, and employees who are family or household members of a victim of such violence, with unpaid, earned wages, reasonable accommodations, and protection from discrimination and retaliation.

If you are an employer of an employee who is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence, you must:

- Provide a written notice to the employee and to the victim's family or household member.
- Provide a written notice to the employee and to the victim's family or household member if the employee is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence.
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**NOTICE AND CERTIFICATION:** Employees must provide a written affidavit with at least 48 hours advance notice of the intention to take leave. Leave providing advance notice is not available. An employer is unable to provide reasonable accommodations if the employee is unable to provide a written affidavit to the employer.

**DISCRIMINATION AND RETALIATION:** VESSA prohibits employers from discriminating, retaliating, or otherwise treating an employee differently because of the employee's status as a victim of domestic violence, sexual violence, gender violence, or any other crime of violence.

**REMEDY:** An employer who is found to have violated VESSA may be liable for:

- Unpaid wages.
- Reasonable accommodations.
- Attorney's fees and costs.
- Compensatory damages.
- Penalties.

**CONFIDENTIALITY:** Employers must maintain the confidentiality of all information pertaining to the act of VESSA unless otherwise required by law.

**labor Illinois • DOL Questions@Illinois.gov**

Learn how to file a claim  
312-792-4478  
www.ides.illinois.gov

## State of Illinois • Illinois Department of Labor

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

# Your Rights Under Illinois Employment Laws

The mission of the Illinois Department of Labor is to protect and promote the wages, benefits, working conditions, and safety of Illinois workers by enforcing State labor laws and regulations, providing compliance assistance to employers, and increasing public awareness of workplace protections. Through enforcement, education, and community partnerships, the Department works to ensure that workers are paid what they are owed and that employees who file the least compliant.

**Minimum Wage & Overtime**

**SETS MINIMUM WAGE FOR EMPLOYEES**

Effective Jan. 1, 2025

Rate	Per Hour	Per Week
\$15.00	\$9.00	\$13.00

Applies to employees with 15 or more employees. Domestic workers are covered under the Minimum Wage Law and some workers may be paid less than the minimum wage under limited conditions.

Applies to tipped employees. If an employee's tips combined with the wage from the employer do not equal the minimum wage, the employer must make up the difference.

**Overtime**

Most hourly employees and some salaried employees are covered by the overtime law and must be compensated at one and one-half their regular rate for hours worked over 40 in a workweek.

Hotline: 1-800-478-3988

**Child Labor**

**WORKERS UNDER AGE 16**

Children under the age of 14 may not work in most jobs, except under limited conditions. 14- to 15-year-olds may work in the following occupations only:

- Employment certificates have been issued by the Department of Labor.
- Work is not hazardous.
- Work is not in a hazardous occupation as defined by the Department of Labor.
- Work is not in a hazardous occupation as defined by the Department of Labor.

**Violence Against Women Act (VAWA)**

VAWA provides federal funding to assist states in providing services to victims of domestic violence, sexual violence, gender violence, or any other crime of violence, and to their family or household members.

Hotline: 1-800-478-3988

## WORKERS' COMPENSATION

Is a system of benefits provided by law to most workers who have job-related injuries or illnesses. Benefits are paid for medical expenses, lost wages, and other benefits. The employer must also pay for physical, mental, or vocational rehabilitation, with necessary medical costs. The employer may choose two options, a lump-sum settlement or a continuing benefit plan.

**IF YOU HAVE A WORK-RELATED INJURY OR ILLNESS, TAKE THE FOLLOWING STEPS:**

- GET MEDICAL ASSISTANCE:** By law, your employer must pay for any necessary medical services required to care or relieve the effects of the injury or illness. When necessary, the employer must also pay for physical, mental, or vocational rehabilitation, with necessary medical costs. The employer may choose two options, a lump-sum settlement or a continuing benefit plan.
- NOTIFY YOUR RIGHTS:** You must notify your employer of the accident/injury within 45 days of the injury or in writing. To avoid possible delays, it is recommended the employer also include your name, address, telephone number, Social Security number, and a brief description of the injury or illness.
- LEARN YOUR RIGHTS:** Your employer is required by law to report accidents that result in more than three lost work days to the Workers' Compensation Commission. Once the accident is reported, you should receive a copy of the Illinois Workers' Compensation Act and a copy of the Illinois Workers' Compensation Commission's rules and regulations. If you need more time to read the law, you may be entitled to receive weekly payments and necessary medical care if you are able to return to work that is reasonably available to you.
- KEEP WRITING THE TIME LIMITS:** Generally, claims must be filed within three years of the injury or establishment of an occupational disease, or within two years of the last worker's compensation payment, whichever is later. Claims for pneumoconiosis, neurological disorders, asbestos, or similar diseases have special requirements.

For more information, go to the Illinois Workers' Compensation Commission's Website or call any office. Website: [www.idll.gov](http://www.idll.gov)  
Chicago: 312-792-4400 Springfield: 312-614-4500  
Cahoonville: 618-546-3500 Rockford: 815-778-7287  
Peoria: 312-814-6000 Quincy: 618-293-4370

## Illinois Department of Employment Security

# 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 recover the amount they should have been paid for the leave, penalties, and other related costs.

**Filing a Complaint**

A worker may file a complaint with the Illinois Department of Labor alleging a violation of the Paid Leave Act by filing a complaint form at [www.ides.illinois.gov](http://www.ides.illinois.gov).

**Existing Policy and Exclusions**

Certain employees may qualify for employees who already provide their workers with paid leave. There are also certain categories of employees who are not covered by the law.

**For more information or to file a complaint, contact the Department of Labor at:**

312-792-4478  
www.ides.illinois.gov

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## BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A PROMINENT PLACE IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW.

Party handling workers' compensation claims

Business address

Effective Date

Termination Date

Policy Number

This notice is required to be displayed in a conspicuous place on the premises of the employer where other notices are posted.

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## OFFICIAL NOTICE

# Worker Freedom of Speech Act (820 ILCS 57/30)

Effective January 1, 2025

This workplace is committed to protecting employees under the Worker Freedom of Speech Act, which protects employees from retaliatory practices to investigate their reasonable or legitimate complaints.

**Your Rights:**

- Active participation in a meeting or communication conveying an employer's religious or political stance.
- Protection from disciplinary actions, termination, or retaliation for exercising this right.

**Employer Responsibilities:**

- Employer must ensure that all communications regarding religious or political matters remain voluntary. Retaliation against employees for exercising their rights under this Act is strictly prohibited.

**Enforcement & Reporting:**

Violations can be reported to the Illinois Department of Labor for investigation. Employees have the right to sue for damages of up to \$250,000 if their employer willfully violates this act or a part of an alleged violation.

For more information or to file a complaint, contact Illinois Department of Labor Website: [www.ides.illinois.gov](http://www.ides.illinois.gov)

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