

ILLINOIS Labor Laws



Employment Laws

Department of Labor
This is a summary of laws that satisfies Illinois Department of Labor posting requirements.
Your Rights Under Illinois Employment Laws
Meal and Rest Periods
ONE DAY REST IN SEVEN ACT
Provides employees with 24 consecutive hours of rest within every seven (7) consecutive day period.

Minimum Wage & Overtime
SETS MINIMUM WAGE FOR EMPLOYEES
Effective Jan. 1, 2025
\$15.00 PER HOUR
 Applies to employees with 4 or more employees. Domestic workers are covered even if the employer only has 1 worker. Certain workers are not covered by the Minimum Wage Law and some workers may be paid less than the minimum wage under limited conditions.

\$9.00 PER HOUR
 Applies to tipped employees. If an employer's tips combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference.
\$13.00 PER HOUR
 Applies to youth (under 18) working fewer than 650 hours per calendar year.

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

Hotline: 1-800-478-3998
Child Labor Age
WORKERS UNDER AGE 16
Children under the age of 14 may not work in most jobs, except under limited conditions.

14 and 15-year-olds may work if the following requirements are met:

- Employment certificates have been issued by the school district and filed with the Department of Labor confirming that a minor is old enough to work, physically capable to perform the job, and that the job will not interfere with the minor's education;
- The work is not deemed a hazardous occupation (a full listing can be found on our website);
- Work is limited to 3 hours per day on school days, 8 hours per day on non-school days and no more than 6 days or 18 hours per week when school is in session or 40 hours per week when school is not in session;
- Work is performed only between the hours of 7 a.m. to 7 p.m. during the school year (7 a.m. to 9 p.m. June through September); and
- A 30-minute meal period is provided no later than the fifth hour of work.

Hotline: 1-800-645-5784
Unpaid Wages
WAGE PAYMENT AND COLLECTION ACT

- Employees must receive their final compensation, including earned wages, vacation pay, commissions and bonuses on their next regularly scheduled payday.
- Unauthorized deductions from paychecks are not allowed except as specified by law.
- Employers must reimburse employees for all necessary expenditures or losses incurred by an employee during the scope of employment and related to services performed for the employer. Employee must submit reimbursement request within 30 calendar days unless an employer policy allows for additional time to submit.
- Employer must provide an employee with a paycheck for every pay period.

Hotline: 1-312-793-2808

For more information or to file a complaint, contact the Department at:
524 South 2nd St., Suite 400, Springfield, IL 62701 (217) 782-6206
115 S LaSalle St Chicago, IL 60603 (312) 793-2800
2309 W. MAIN STREET, SUITE 115 MARION, IL 62955 (618) 993-7090
 For a complete text of the laws, visit our website: www.labor.ilinois.gov

THIS NOTICE MUST BE DISPLAYED IN A CONSPICUOUS PLACE ON THE PREMISES OF THE EMPLOYER WHERE OTHER NOTICES ARE POSTED.
 IOCI 26-0923

REV. 12/2025

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Freedom of Speech

Department of Labor
Worker Freedom of Speech Act

(820 ILCS 57/1)
 Sec. 1. Short title. This Act may be cited as the Worker Freedom of Speech Act.
 (Source: PA. 103-722, eff. 1-1-25.)
 Sec. 5. Findings; legislative intent.
 (a) The General Assembly finds that it is in the public policy interests of the State for all working Illinoisians to have protections from mandatory participation in employer-sponsored meetings if the meeting is designed to communicate an employer's position on religious or political matters.
 (b) Employees should not be subject to intimidation tactics, acts of retaliation, discipline, or discharge from their employer for choosing not to participate in employer-sponsored meetings.
 (Source: PA. 103-722, eff. 1-1-25.)
 (820 ILCS 57/10)
 Sec. 10. Definitions. As used in this Act:
 "Department" means the Department of Labor.
 "Director" means the Director of Labor.
 "Employee" has the meaning given in Section 2 of the Illinois Wage Payment and Collection Act.
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 "Interested party" means an organization that monitors or is attentive to compliance with public or worker safety laws, wage and hour requirements, or other statutory requirements.
 "Political matters" means matters relating to elections for political office, political parties, proposals to change legislation, proposals to change regulations, proposals to change public policy, and the decision to join or support any political party or political, civic, community, fraternal, or labor organization.
 "Religious matters" means matters relating to religious belief, affiliation, and practice and the decision to join or support any religious organization or association.
 "Voluntary" means, with respect to an action, that the action is not:
 (1) incentivized by a positive change in any employment condition, including, but not limited to, any form of compensation or any other benefit of employment; and
 (2) taken under threat of a negative change in any employment condition for non-attendance, including, but not limited to, the provisions set forth in Section 15, any negative performance evaluation, or any other adverse change in any form of compensation or any other benefit of employment.
 (Source: PA. 103-722, eff. 1-1-25.)
 (820 ILCS 57/15)
 Sec. 15. Employee protections. An employer or the employer's agent, representative, or designee may not discharge, discipline, or otherwise penalize, threaten to discharge, discipline, or otherwise penalize, or take any adverse employment action against an employee:
 (1) because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer or the agent, representative, or designee of the employer if the meeting or communication is to communicate the opinion of the employee about religious matters or political matters;
 (2) as a means of inducing the employee to attend or participate in meetings or receive or listen to communications described in paragraph (1) or

(3) because the employer, or a person acting on behalf of the employer, makes a good faith report, orally or in writing, of a violation or a suspected violation of this Act.
 (Source: PA. 103-722, eff. 1-1-25.)
 (820 ILCS 57/20)
 Sec. 20. Right of action. An aggrieved employee may bring a civil action to enforce any provision of this Act no later than one year after the date of the alleged violation. A civil action may be brought by one or more employees for and on behalf of themselves and other employees similarly situated. The court may award a prevailing employee all appropriate relief, including injunctive relief, reinstatement to the employee's former position or an equivalent position, back pay, reinstatement of any employee benefits, including seniority, to which the employee would otherwise have been eligible if the violation had not occurred, and any other appropriate relief as deemed necessary by the court to make the employee whole. The court shall award a prevailing employee reasonable attorney's fees and costs.
 (Source: PA. 103-722, eff. 1-1-25.)
 (820 ILCS 57/25)
 Sec. 25. Powers of the Department and civil penalties.
 (a) The Department shall inquire into any alleged violations of this Act, brought to its attention by an interested party, to institute the actions for the penalties provided in this Section and to enforce the provisions of this Act. In addition to the relief set forth in Section 20, an employer shall be assessed a civil penalty of \$1,000 for each violation of Section 15, payable to the Department. Each employee who is subject to a violation of Section 15 shall constitute a separate violation.
 (b) Upon a reasonable belief that an employer covered by this Act is in violation of any part of this Act, an interested party may assert that a violation of this Act has occurred and bring an action for penalties in the county where the violation is alleged to have occurred or where the principal office of the employer is located, pursuant to the following sequence of events:
 (1) The interested party submits to the Department a complaint describing the violation and naming the employer alleged to have violated this Act;
 (2) The Department sends notice of complaint to the named party to have the alleged violation or cure the alleged violation within 30 days after the receipt of the notice of complaint; or, if the named party does not respond within 30 days, the Department issues a notice of right to sue to the interested party as described in paragraph (4).
 (4) The Department issues a notice of right to sue to the interested party, if one or more of the following has occurred:
 (A) the named party has cured the alleged violation to the satisfaction of the Director;
 (B) the Director has determined that the allegation is unjustified or that the Department does not have jurisdiction over the matter or the parties; or
 (C) the Director has determined that the allegation is justified or has not made a determination, and either has decided not to exercise jurisdiction over the matter or has concluded administrative enforcement of the matter.
 (c) If, within 180 days after service of the notice of complaint to the parties, the Department has not (i) resolved the contest and cure period, (ii) with the mutual agreement of the parties, extended the time for the named party to cure the violation and resolve the complaint, or (iii) issued a right to sue letter, the interested party may initiate a civil action for penalties. The parties may extend the 180-day period by mutual agreement. The limitations period for the interested party to bring an action for the alleged violation of this Act shall be tolled for the 180-day period and for the period of any mutually agreed extensions. At the end of the 180-day period, or any mutually agreed extensions, the Department shall issue a right to sue letter to the interested party.

REV. 1/2025

Department of Human Rights — IDHR
Pregnancy and your RIGHTS in the WORKPLACE
ILINOIS DEPARTMENT OF Human Rights

Are you pregnant, recovering from childbirth, or do you have a medical or chronic 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.
- Reject an unreasonable 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 if you are pregnant. For more information regarding your rights, download the Illinois Department of Human Rights' fact sheet from our website at dhhr.ilinois.gov

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

REV. 02/2023

Department of Employment Security
NOTICE to workers about Unemployment Insurance Benefits
THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

FILING A 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.ilinois.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 duration of seven or more 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 shall be 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 in his or her base period. The weekly benefit amount plus any allowance for a dependent make up the total amount payable.
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NOTE: Illinois unemployment insurance benefits are paid from a trust fund to which only employers contribute. No deductions may be made from the wages of workers for this purpose.
 Unemployment insurance 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 though our website at www.ides.ilinois.gov.

REV. 12/2023

Department of Human Rights — IDHR
YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.

The Illinois Human Rights Act states that you have **the right to be free from unlawful discrimination and sexual harassment.** This means that employees may not be treated differently based on race, age, gender, pregnancy, disability, sexual orientation or any other protected class named in the Act. This applies to all employer actions, including hiring, promotion, discipline and discharge.
REASONABLE ACCOMMODATIONS
 You also have the right to reasonable accommodations based on pregnancy and disability. This means you can ask for reasonable changes to your job if needed because you are pregnant or disabled.
RETALIATION
 It is also unlawful for employers to treat people differently because they have reported discrimination, participated in an investigation, or helped others exercise their right to complain about discrimination.
REPORT DISCRIMINATION
 To report discrimination, you may:
 1. Contact your employer's human resources or personnel department.
 2. Contact the Illinois Department of Human Rights (IDHR) to file a charge.

Website: dhrr.ilinois.gov
 Email: IDHR.Intake@ilinois.gov
 Employers shall make this poster available and display it where employees can readily see it. This notice is available for download at: www.ilinois.gov/dhrr
 version : IDHR 9/2022

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 If, during a calendar week an employee 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 his or her weekly benefit amount. For any such week, employers should provide employees with a statement of "low earnings" which should be taken to their Illinois Department of Employment Security office.
NOTE: Illinois unemployment insurance benefits are paid from a trust fund to which only employers contribute. No deductions may be made from the wages of workers for this purpose.
 Unemployment insurance 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 though our website at www.ides.ilinois.gov.

REV. 02/2023

Department of Human Rights — IDHR
YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.

The Illinois Human Rights Act states that you have **the right to be free from**