

# ILLINOIS LABOR LAW POSTINGS



## VETERANS BENEFITS AND SERVICES

### ★ Illinois Veterans Benefits and Services

The resources listed are available at no cost to assist Illinois veterans in gaining their earned benefits and services and understanding their rights, protections, and accommodations.

**Mental Health and Substance Abuse Resources**  
U.S. Department of Veterans Affairs Veterans Crisis Line  
Call: 988, press 1 • Text: 838255

**Veteran Suicide and Crisis Lifeline**  
U.S. Department of Veterans Affairs Veterans Crisis Line  
Call: 988, press 1 • Text: 838255

**Crisis Text line**  
Text: 747471 • Chat: crisistextline.org

#### State Resources

**Illinois Department of Veterans Affairs**  
<https://veterans.illinois.gov/>

**Illinois Office of the Attorney General**  
Military and Veterans Rights Bureau

**Illinois Secretary of State**  
Veteran Driver's License or non-driver Veteran Identification Card and military specialized identification plates

**United States Department of Veterans Affairs federal claims support**

**U.S. Department of Veterans Affairs**

**Illinois Department of Veterans Affairs**

**County Veterans Assistance Commission**

**Veterans Service Organizations in Illinois**

**Military and Veterans Rights Helpline**

The Military and Veterans Rights Bureau offers a helpline, 1-800-382-3000, to assist service members, veterans, and dependents on a wide-variety of issues related to military service while providing useful information designed to assist in the receipt of veterans' benefits.

## ILLINOIS DEPARTMENT OF VETERANS AFFAIRS

## UNEMPLOYMENT INSURANCE

### 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.

#### ■ 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.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 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.

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 1-800-244-6531 or access the locations through our website at [www.ides.illinois.gov](http://www.ides.illinois.gov).

#### ■ BENEFITS

Every claimant who files 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.

This poster fulfills all posting requirements for the Illinois Department of Employment Security. EMPLOYERS ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.

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## MINIMUM WAGE



## 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, welfare, working conditions, and safety of Illinois workers by enforcing State labor and employment laws, 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 employers who follow the law remain competitive.

### Minimum Wage & Overtime

SETS MINIMUM WAGE FOR EMPLOYEES

Effective Jan. 1, 2025  
**\$15.00 PER HOUR**

Applies to employers with 4 or more employees. Domestic workers are covered even if the employer only has 1 worker. Care 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 seasonal workers 181 working fewer than 655 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

**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**

- Employers 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 the performance of the employee's job. Employees 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 paystub for every pay period.

Hotline: 1-312-793-2808

### Meal & Rest Periods

**ONE DAY REST IN SEVEN ACT**

Provides employees with 24 consecutive hours of rest within every seven (7) consecutive day period.

- Employers may obtain permits from the Department allowing employees to voluntarily work seven consecutive days.
- Employees working 7 1/2 continuous hours must be allowed a meal period of at least 20 minutes no later than 5 hours after the start of work, and an additional 20 minutes if working a 12 hour shift or longer.
- Employees must be afforded reasonable bathroom breaks.

Hotline: 1-312-793-2804

### Violent Crime Victims' Leave

Provides employees who are victims of domestic violence, sexual violence, or any crime of violence, or who have family or household members who are victims, in certain situations, with up to 12 weeks of unpaid leave and other accommodations and protections during a 12-month period.

- Employees who are eligible for unpaid bereavement leave under the Family Bereavement Leave Act are eligible for an additional 2 weeks of unpaid leave for certain reasons relating to a family or household member's death due to a crime of violence. This leave must be used within 60 days after the date the employee received notice of the death of the victim.
- Effective 1/1/26, employees cannot be discriminated or retaliated against for using an employer-issued electronic device to document domestic sexual, or gender violence, or any other crime of violence. Employees must also provide employees with access to the data stored on these devices related to the violence.

Hotline: 1-312-793-2600

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



For more information or to file a complaint, contact the Department at:  
224 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 62959 (618) 993-7990

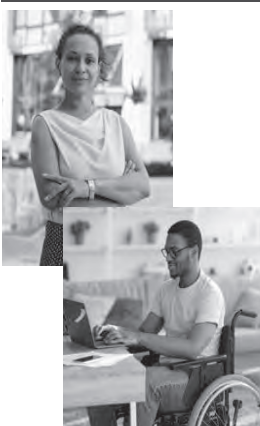
For a complete text of the laws, visit our website: [www.labor.illinois.gov](http://www.labor.illinois.gov)

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## FAIR EMPLOYMENT



## 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 employers may not treat people 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:

- Contact your employer's human resources or personnel department.
- Contact the Illinois Department of Human Rights (IDHR) to file a charge.
- Call the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703 to talk to someone about your concerns.

Chicago:  
555 W Monroe Street, 7th Floor  
Chicago, IL 60661  
(312) 814-6200  
(866) 740-3953 (TTY)  
(312) 814-6251 (Fax)



Springfield:  
524 S. 2nd St., Suite 300  
Springfield, IL 62701  
(217) 785-5100  
(866) 740-3953 (TTY)  
(217) 785-5106 (Fax)

Website: [dhr.illinois.gov](http://dhr.illinois.gov)

Email: [IDHR.Intake@illinois.gov](mailto:IDHR.Intake@illinois.gov)

Employers shall make this poster available and display it where employees can readily see it. This notice is available for download at: [www.illinois.gov/dhr](http://www.illinois.gov/dhr)

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## VESSA ACT



## Victims' Economic Security and Safety Act (VESSA)

### REQUIRED NOTICE 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 unpaid, job-guaranteed leave, reasonable accommodations, and protections from discrimination and retaliation.

- This time may be used if the employee or the employee's family or household member is:
  - Experiencing an incident of domestic violence, sexual violence, gender violence, or any other crime of violence
  - Recovering from the violence;
  - Seeking or receiving medical help, legal assistance (including participation in legal proceedings), counseling, safety planning, or other assistance;
  - Temporarily or permanently relocating;
  - Taking other actions to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to ensure economic security;
  - Attending the funeral or alternative to a funeral if death is caused by crime of violence;
  - Making arrangements necessitated by a death caused by a crime of violence;
  - Grieving a death caused by a crime of violence.

**NOTICE AND CERTIFICATION** Employees must provide the employer with at least 48 hours advance notice of the intention to take leave, unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an employer must provide notice when an employee is able to do so, with a reasonable period of time after the absence. Certification may be provided to the employer by a sworn statement of the employee and other documentation, if the employee has possession, such as the following:

- Documentation from an employee, agent, or volunteer of a victim services organization, an attorney, a member of the clergy, or medical or other professional assisting in addressing the violence;
- A police, court, or military record;
- A death certificate, published obituary, or written verification of death, burial, or memorial services; or
- Other corroborating evidence.

**AMOUNT OF LEAVE permitted during a 12-month period under the VESSA based on number of employees.**

Number of employees	Leave permitted
1-4 employees	4 weeks
5-49 employees	8 weeks
50 or more employees	12 weeks*

Leave may be taken consecutively, intermittently, or on a reduced work schedule basis.

\*As of January 1, 2026, employees who have worked at least 800 hours in the previous 12 months working for employers with 50 or more employees are eligible under the Family Bereavement Leave Act (202 ILCS 15a et seq.). Employees are entitled to 2 additional weeks unpaid leave for certain reasons relating to a family or household member's death due to a crime of violence to be completed within 60 days after the date the employee received notice of the death of the victim.

**ACCOMMODATIONS** VESSA provides that employees are entitled to reasonable accommodations to address the needs of the victims. Accommodations include, but are not limited to, an adjustment to the job structure, workplace facility, work requirements, or telephone number; setting assignment, or physical security of the work area. An employee has the right to access any digital documents or communications stored on an employer-issued device relating to domestic, sexual, or gender violence, or any other crime of violence.

**DISCRIMINATION AND RETALIATION** VESSA prohibits employers from discriminating, retaliating, or otherwise treating an employee or job applicant unfavorably if the individual involved:

- Is or is perceived to be a victim of domestic, sexual, or gender violence, or any other crime of violence;
- Attended, participated in, prepared for, or requested leave to attend, participate in, or prepare for a criminal or civil court or administrative proceeding relating to domestic, sexual, or gender violence, or any other crime of violence;
- Requested or took VESSA leave for any reason;
- Requested an accommodation, regardless of whether the accommodation was granted;
- Used employer-issued equipment to report domestic, sexual, or gender violence, or any other crime of violence committed against them or a family or household member;
- The workplace is disrupted or threatened by the action of a person whom the individual states has committed or threatened to commit domestic, sexual, or gender violence, or any other crime of violence against the individual or the individual's family or household member; or
- Exercised any other rights under VESSA.

**COMPLAINTS** For information on filing a complaint please call: 312-795-2600 or visit [labor.illinois.gov/vessa](http://labor.illinois.gov/vessa)

**CONFIDENTIALITY** Employers must maintain the confidentiality of all information pertaining to the use of VESSA leave pursuant to 820 ILCS 380.30(a).

labor.illinois.gov • DOL LeaveRights@illinois.gov		
<b>Lincoln Tower Plaza</b> 524 South 2nd Street, Suite 400 Springfield, Illinois 62701 (312) 782-6206 Fax: (217) 782-0596	<b>Jesse White State of Illinois Building</b> 115 S. LaSalle St. 5th Floor Chicago, IL 60603 (312) 793-2800 Fax: (312) 793-5257	<b>Regional Office Building</b> 2309 West Main Street, Suite 115 Marion, Illinois 62959 (618) 993-7090 Fax: (618) 993-7258

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## PREGNANCY RIGHTS



State of Illinois  
Department of Human Rights



## PREGNANCY and your RIGHTS in the WORKPLACE

If you are 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.
  - Reject an unsolicited 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. For more information regarding your rights, download the Illinois Department of Human Rights' fact sheet from our website at [dhr.illinois.gov](http://dhr.illinois.gov)

Es ilegal que su empleador la despeda, se niegue a contratarla o a proporcionarle una adaptaci3n razonable a causa de su embarazo. Para obtener informaci3n sobre el embarazo y sus derechos en el lugar de trabajo en espa1ol, visite [dhr.illinois.gov](http://dhr.illinois.gov)

For immediate help or if you have questions, call (312) 814-6200 or (217) 785-5100 or (866) 740-3953 (TTY)

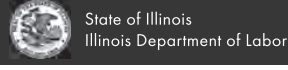
**CHICAGO**  
555 W Monroe St., Suite 700 Intake Unit  
Chicago, IL 60661 • (312) 814-6200

**SPRINGFIELD**  
524 S. 2nd Street, Suite 300 Intake Unit  
Springfield, IL 62701 • (217) 785-5100

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

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## PAID LEAVE



### PAID LEAVE FOR ALL WORKERS ACT NOTICE

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

## Paid Leave

- Workers:** Earn up to 40 hours of paid leave from work per year.
- Uses:** Workers can use paid leave for any reason of their choosing. Employers may not require workers to provide a reason for their paid leave request or require a worker to find a replacement worker.
- Accrual:** Workers earn 1 hour of paid leave for every 40 hours they work. Employers may also provide workers with paid leave hours at the start of the 12-month period (frontloading).
- Carryover:** Workers rollover all unused accrued paid leave at the end of the year. Any unused frontloaded leave does not have to be carried over.

**Retaliation is prohibited:** Penalties may apply to employers that take adverse action against workers who exercise their rights under this law.



## Penalties

Workers may recover the amount they should have been paid for the leave, penalties, and other equitable relief.

## Filing a Complaint

A worker may file a complaint with the Illinois Department of Labor alleging a violation of this Act by filing out a complaint form at [labor.illinois.gov/paidleave](http://labor.illinois.gov/paidleave)

## Existing Policy and Exclusions

Certain exceptions may apply for employers who already provide their workers with paid leave. There are also certain categories of workers that are not covered by the law.

See QR code for more information on how to file a complaint and applicable exceptions to the law.

For a complete text of the laws, visit our website: [www.labor.illinois.gov](http://www.labor.illinois.gov)

For more information or to file a Complaint, contact the DOL PaidLeave@illinois.gov 312-793-2600

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## EQUAL PAY ACT



## 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 is to be performed:

- 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.

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

### Complaints

A person may file a complaint about pay transparency or promotional opportunity in job postings within one year of the violation. To file a complaint, visit [labor.illinois.gov/pay](http://labor.illinois.gov/pay)

### 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.

**Phone:** (312) 793-6797  
**Email:** [DOL.EqualPay@illinois.gov](mailto:DOL.EqualPay@illinois.gov)  
**Website:** [labor.illinois.gov/pay](http://labor.illinois.gov/pay)

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## ISERRA

## 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 employment to serve our Nation or State.

In order to protect the common public interest in military service, it is the role of the Illinois Attorney General to promote awareness and ensure compliance with ISERRA by providing information, training, advocacy and enforcement.

### 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.
- All members of Military Auxiliary Radio System, United States Coast Guard Reserve, Civil Air Patrol, and the Merchant Marines when performing official duties in support of an emergency.
- Members who are released from military duty with follow-on care by the Department of Defense.