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NOTICE

# LaborLawCenter.com

Please post in a conspicuous place. Date Posted: Labor laws change frequently. Contact your distributor to ensure that you are in full compliance with required State and Federal posting requirements at least once a year. © LaborLawCenter LLC. All rights reserved.

#### **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.

ILLINOIS DEPARTMENT OF VETERANS AFFAIRS

#### 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** 

TINOIS

U.S. Department of Veterans Affairs Veterans Crisis Line Call: 988, press 1 • Text: 838255

**Crisis Text line** Text: 741741 • Chat: crisistextline.org

**State Resources** inois Department of Veterans Affairs https://veterans.illinois.gov/

nois 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 license plates

United States Department of Veterans Affairs federal claims support

**County Veterans** 

Assistance Commissio

S. Department of terans Affairs

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**Veterans Service Organizations** in Illinois

#### Military and Veterans Rights Helpline

ILLINOIS DEPARTMENT O

Human Rights

REPORT DISCRIMINATION

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



ith Disabilitie











Homeless Veterans



#### **Protections for Survivors of Sexual Violence in the Military** To learn more about established protections, refer to: PA 102-0890 (ilga.gov)

Veterans Crisis Line

DIAL 988 then PRESS

### UNEMPLOYMENT INSURANCE

#### Illinois Department of Employment Security

to workers about **Unemployment Insurance Benefits** 

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

#### **FILING A CLAIN**

The Illinois Unemployment Insurance Act provides for the payment of benefits to eligible unemployed workers and for the This year between: 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 or at the nearest Illinois Department of Employment Security Office to the worker's home. This year between: 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 This year between: shall deliver the pamphlet "What Every Worker Should Know About Unemployment Insurance" to each worker separated July 1 and Sept. 30 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 This year between: known address. Pamphlets shall be supplied by the Illinois Department of Employment Security to each employer without Oct. 1 and Dec. 31 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 1-800-244-5631 or access the locations though our web site at: 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.

#### If Your Benefit Year Begins: Your Base Period Will Be:

Last year between: Jan. 1 and Sept. 30 and Jan. 1 and March 31 the year before between Oct. 1 and Dec. 31 Last year between April 1 and June 30 Jan. 1 and Dec. 31 Last year between: April 1 and Dec. 31 and this year between Jan. 1 and March 31 Last year between: July 1 and Dec. 31 and this 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. If you have been awarded temporary total disability benefits under a workers' compensation act or other similar acts, or if you only have worked within the last few months, your base period may be determined differently. Contact your local IDES office for more information.

#### REPORTING TIPS

Each employee who receives tips must report these tips to employers on a written statement or on Form UC-51, "Employee's Report of Tips," in duplicate. Employers can furnish this form on request. The report shall be submitted on the day the wages are paid, or not later than the next payday, and shall include the amount of tips received during the pay period.

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 IL 1040 ES.

Internal Revenue Service 1-800-829-1040. Illinois Department of Revenue 1-800-732-8866.

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. Printed by the Authority of the State of Illinois Stock Number 4427/BEN-57 (rev. 8/12)

### PAY TRANSPARENCY

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



#### To report discrimination, you may: Contact your employer's human resources or personnel department. 2. Contact the Illinois Department of Human Rights (IDHR) to file a charge Chicago:

right to complain about discrimination.

promotion, discipline and discharge

**REASONABLE ACCOMMODATIONS** 

you are pregnant or disabled.

RETALIATION

someone about your concerns.

# For Service Members, Veterans, and Families (SMVF) in Crisis

TAXATION OF RENEFITS For additional information, call these toll-free numbers:

555 W Monroe Street, 7th Floor, Chicago, IL 60661 (312) 814-6200 (866) 740-3953 (TTY) (312) 814-6251 (Fax) Website: dhr.illinois.gov | Email: IDHR.Intake@illinois.gov

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

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

If so, you have the right to:

to continue performing your job.

pregnancy

To file a complaint, visit labor.illinois.gov/pay

**Email:** DOL.EqualPay@illinois.gov Website: Labor.Illinois.gov/pay

Phone: (312) 793-6797

Printed by the Authority of State of Illinois 11/24 IOCI 25-0964

#### PREGNANCY RIGHTS IN THE WORKPLACE

### **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?

#### Your employer cannot

• Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent bathroom • Discriminate against you because of your pregnancy.

breaks, assistance with heavy work, a private space for expressing milk, or time off to recover from your • 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

Es ilegal que su empleador la despida, se niegue a contratarla o a proporcionarle una adaptación razonable a causa de su embarazo. Para obtener información sobre el embarazo y sus derechos en el lugar de trabajo en español, visite dhr.illinois.gov

SPRINGFIELD OFFICE

524 S 2nd Steet, 3rd Floor

Intake Unit

#### For immediate help or if you have questions regarding your rights. Call 312-814-6200 or 217-785-5100 or (866) 740-3953 (TTY) ILLINOIS DEPARTMENT OF

CHICAGO OFFICE 555 W Monroe St, Ste. 700 Intake Unit Chicago, IL 60661

(312) 814-6200

State of Illinois

• Continue working during your pregnancy if a reasonable accommodation is available which would allow you

epartment of Human Rights

• Reject an unsolicited accommodation offered by your employer for your pregnancy.

Springfield, IL 62701 (217) 785-5100 Learn more, contact IDHR, or initiate a charge at: https://dhr.illinois.gov

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Human Rights

#### **RIGHT TO KNOW**

#### TOXIC? YOU HAVE THE RIGHT-TO-KNOW! ABOUT TOXIC SUBSTANCES IN YOUR WORK AREA

The Illinois Right-to-Know law requires your employer to provide you with the following: MATERIAL SAFETY DATA SHEETS MSDS describe the characteristics, safe handling, and hazards of toxic substances. MSDS should be readily available in the work area. You, your representative, or your physician may request copies of MSDS for toxic substances in your work area.

LABELING Toxic substances in your work area should be labeled with the chemical or product name and a hazard warning.

laws. The Day and Temporary Labor Services Agency must provide you with a detailed statement with the name and contact information for each thirdparty client where you worked, number of hours worked at each client company's worksite each

On or before your first day working at a client company each year, the Day and Temporary Labor Services Agency must

give you general safety training for the client company's worksite. The training will cover all known and existing hazards,

including hazards reported to the client company or the Day and Temporary Labor Services Agency by a worker. Training will

You have the right to refuse assignment to the client company's worksite or location where there is a strike, lockout, or other

If your Day and Temporary Labor Services Agency or client company provides transportation to a worksite or refers you to a

particular person, company, or carpool that provides transportation to a worksite, you cannot be charged for that transportation.

A worker that is assigned to work at a client company and performs work at the same client company for more than 720 hours

within a 12-month period, has a right to be paid not less than the straight time hourly rate of pay or hourly equivalent of a

directly hired employee who is entitled to overtime, provided that the worker performs the same or substantially similar work.

day, your rate of pay for each hour worked, total pay period earnings, and all deductions.

labor trouble without being retaliated against by your Day and Temporary Labor Services Agency

be provided at no cost to you, and you must be paid for time spent in training.

**RIGHT TO REFUSE ASSIGNMENT DUE TO A LABOR DISPUTE** 

**State of Illinois Building** 160 N. LaSalle, Ste. C-1300, Chicago, IL 60601 Tel: (312) 793-7308 Fax: (312) 793-2081

TRAINING Employees who are exposed to toxic substances should be trained at the start of employment or transfer, and annually thereafter. You should be taught the hazards of exposure to the substances, how to work safely with them, and how to read the MSDS and labels. The law protects your right to obtain the above information. You may not be disciplined or discharged for exercising your rights under this law. If your employer has not complied with Right-to-Know, or if you have a question, you may call: (217) 782-9386 (Downstate) or (312) 793-1964 (Chicago area)

> Department of Labor 900 South Spring Street, Springfield, IL 62704 Tel: (217) 782-9386 Fax: (217) 782-0596

#### DAY AND TEMPORARY LABOR SERVICE AGENCIES

2309 West Main Street , Marion, IL 62959

Tel: (618) 993-7090 Fax: (618) 993-7258

#### DAY AND TEMPORARY LABOR SERVICES ACT

#### DAY AND TEMPORARY LABOR AGENCIES' RESPONSIBILITIES

**REOUIRED NOTICE** Each Day and Temporary Labor Services Agency shall post this notice in an area easily accessible to all workers at each work location or branch office

#### WAGE PAYMENT AND NOTICE TO THE WORKER

- A Day and Temporary Labor Services Agency shall provide, on a paycheck stub, a detailed statement with the following: · contact information about each client company where the laborer worked
- number of hours worked at each client company's worksite each day
- rate of pay for each hour worked

 total pay period earnings all deductions

The Day and Temporary Labor Services Agency shall also provide each worker an annual earnings summary within a reasonable time after the preceding calendar year. Temporary workers have the right to request that their Day and Temporary Labor Services Agency issue weekly, bi-weekly, or semimonthly checks.

#### TRANSPORTATION

Day and Temporary Labor Services Agencies are responsible for the conduct of drivers providing transportation for workers unless an exception applies in the Act

#### REGISTRATION

Day and Temporary Labor Services Agencies must register with the Illinois Department of Labor. Registration information is váilable online at **labor.illinois.gov/idtlsa** PLACEMENT FEES

Conversion or Placement fees cannot be charged by an agency after a laborer has performed work for 60 days at a thirdparty

If there is not a directly hired employee performing the same or substantially similar work, a worker has a right to be paid not **COMPLAINTS** less than the straight time hourly rate of pay or hourly equivalent of the lowest paid directly hired employee who is entitled to To file a complaint or report a violation with the Department of Labor, visit labor. llinois.gov or call toll-free at 1-877-314-7052

**REOUIRED POSTING FOR EMPLOYERS** VESSA provides employees who are victims of domestic violence, sexual violence, gender violence, or Leave permitted during a 12-month period under the act based on number of employees

#### Number of employees Leave permitted

rom discrimination and retaliation. This time may be used if the employee or the employee's family or 1-14 employees 15-49 employees experiencing an incident of domestic violence, sexual violence, gender violence, or any other crime 50 or more employees

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 Printed by the Authority of the State of Illinois version IDHR 9/2022

**VESSA - VICTIMS' ECONOMIC SECURITY AND SAFETY ACT** 

Victims' Economic Security and Safety Act (VESSA)

of violence recovering from the violence;

household member is:

seeking or receiving medical help, legal assistance (including participation in legal proceedings), counseling, safety planning, or other assistance;

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

temporarily or permanently relocating:

taking other actions to increase the safety of the victim from future domestic, sexual, or gender violence,

or any othercrime 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; or

grieving a death caused by a crime of violence.

#### NOTICE AND CERTIFICATION – Employees must provide the employer with at least 48 hours prior notice, otherwise treating an employee or job applicant unfavorably if the individual involved:

within 60 days after the date employee received notice of the death of the victim.

unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an employee must provide notice when an employee is able to do so, within a reasonable period of time after the absence. Certification may be provided by a sworn statement of the employee and upon obtaining such other documentation the employee shall provide one of the following:

1. Documentation from an employee, agent or volunteer of a victim services organization, an attorney,

a member of the clergy, ormedical or other professional assisting in addressing the violence; A police, court, or military record:

Paid Leave

Use: 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

**Accrual:** Workers earn 1 hour of paid leave for every 40 hours they work.

Employers may also provide workers with all paid leave hours at the start of

**Carryover:** Workers rollover all unused accrued paid leave at the end of the

exercise their rights under this law.

ed frontloaded leave does not have to be carried over.

Retaliation is prohibited: Penalties may apply to

employers that take adverse action against workers who

• Workers: Earn up to 40 hours of paid leave from work per year.

require a worker to find a replacement worker.

the 12-month period (frontloading).

3. A death certificate, published obituary, or written verification of death, burial, or memorial services,

(217) 782-6206

4. Other corroborating evidence.

DURATION OF LEAVE – Effective January 1, 2024, employees with employers of any size are entitled to CONFIDENTIALITY - Employers must maintain the confidentiality of all information pertaining to the 2 additional weeks (would be additional leave to what the chart below shows) unpaid leave for reasons use of VESSA leave, notice of an employee's intention to take VESSA leave, and certification provided relating to certain family or household member's death due to a crime of violence to be completed by the employee

#### labor.illinois.gov • DOL.Questions@Illinois.gov

PAID LEAVE

State of Illinois



**Regional Office Building** 











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 filling out a complaint form at **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 more information or to file a Complaint, contact us at:

DOL.PaidLeave@illinois.gov

For a complete text of the laws, visit our website at:

www.labor.illinois.gov

312-793-2600

Leave may be taken consecutively, intermittently, or on a reduced work schedule basis. For information on filing a complaint please call: 312-793-6797 or visit labor.illinois.gov/laws-rules/conmed/vessa ACCOMMODATIONS - VESSA provides that employees are entitled to reasonable accommodations to

address the needs of the victim(s). Accommodations include, but are not limited to, an adjustment to the job structure, workplace facility, work requirements, or telephone number, seating assignment, or physical security of the work area.

4 weeks

8 weeks

12 weeks

#### DISCRIMINATION AND RETALIATION - VESSA prohibits employers from discriminating, retaliating, or

• 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 civilcourt 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;

• The workplace is disrupted or threatened by the action of a person whom the individual states has committed orthreatened to commit domestic, sexual, or gender violence, or any other crime of violence, against the individual or theindividual's family or household member; or

Exercised any other rights under VESSA.



State of Illinois

nois Department of Labo

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

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#### ILLINOIS 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	Unpaid Wages	Paid Leave
SETS MINIMUM WAGE FOR EMPLOYEES	WAGE PAYMENT AND COLLECTION ACT	REQUIRES PAID LEAVE FOR ANY REASON
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. 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 employee's tips combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference.	<ul> <li>Employees must receive their final compensation, including earned wages, vacation pay, commissions and bonuses on their next regularly scheduled payday.</li> <li>Unauthorized deductions from paychecks are not allowed except as specified by law.</li> <li>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.</li> <li>Employer must provide an employee with a paystub for every pay period.</li> </ul>	<ul> <li>Workers: Earn up to 40 hours of paid leave from work per year.</li> <li>Use: 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.</li> <li>Accrual: Workers earn 1 hour of paid leave for every 40 hours they work. Employers may also provide workers with all paid leave hours at the start of the 12-month period (frontloading).</li> <li>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.</li> <li>Retaliation is prohibited: Penalties may apply to employers that take adverse action against workers who exercise their rights under this law.</li> <li>Existing Policy and Exclusions Certain exceptions may apply for employers who already provide their workers with paid leave.</li> </ul>
\$13.00 PER HOUR Applies to youths (under 18) working fewer than 650 hours per calendar year.	Meal & Rest Periods	There are also certain categories of workers that are not covered by the law. Hotline: 312-793-2600
Overtime	ONE DAY REST IN SEVEN ACT	
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	<ul> <li>Provides employees with 24 consecutive hours of rest within every seven (7) consecutive day period.</li> <li>Employers may obtain permits from the Department allowing employees to voluntarily work seven consecutive days.</li> <li>Employees working 7 1/2 continuous hours must be allowed</li> </ul>	Equal Pay Act Requires employers to pay equal wages to men and women doing the same or substantially similar work, unless such wage differences are based upon a seniority system, a merit system, or factors other than gender.
Child Labor	a meal period of at least 20 minutes no later than 5 hours after the start of work, and an additional 20 minutes if	<ul> <li>Employers and employment agencies are banned from asking applicants past wage and compensation histories.</li> </ul>
WORKERS UNDER AGE 16	<ul><li>working a 12 hour shift or longer.</li><li>Employees must be afforded reasonable bathroom breaks.</li></ul>	<ul> <li>Employees may disclose or discuss their own salaries, benefits, and other compensation with</li> </ul>
Children under the age of 14 may not work in most jobs, except under limited conditions.	Hotline: 1-312-793-2804	<ul> <li>their co-workers and colleagues.</li> <li>Employers are not allowed to pay less to African American employees versus non- African American</li> </ul>
14 and 15-year-olds may work if the following requirements are met:	Violent Crime Victims' Leave	<ul><li>employees</li><li>Certain employees at large businesses may request</li></ul>
<ul> <li>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;</li> <li>The work is not deemed a hazardous occupation (a full listing can be found on our website);</li> </ul>	Provides employees who are victims constructions for the second s	wage/salary history for their job title from IDOL. • Employers that publish job postings must include that position's pay and benefits if an individual works inIllinois or, if working remotely out of state, reports to a supervisor or work location in Illinois. Hotline: 1-866-372-4365
<ul> <li>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.</li> <li>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</li> <li>A 30-minute meal period is provided no later than the fifth hour of work.</li> </ul>	<ul> <li>Effective 1/1/24: Employees with employers of any size are entitled to 2 additional weeks unpaid leave for 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 employee received notice of the death of the victim.</li> <li>Hotline: 1-312-793-2800</li> </ul>	

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

Hotline: 1-800-645-5784

Printed by the Authority of State of Illinois 12/24 IOCI 25-1166

06 Chicago, IL 60601 (312) 793-2800 2309 W. Main Street Suite 44 비중했다. - A-2 Marion, IL 62959 (618) 993-7090 For a complete text of the laws, visit our website: www.labor.illinois.gov

### **ISERRA - ILLINOIS SERVICEMEMBER EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT**

#### 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

SAFETY AND HAZARD TRAINING

TRANSPORTATION

**EQUAL PAY** 

overtime

- 1. 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. 3. Members who are released from military duty with follow-on care by the Department of Defense.

WHAT ARE THE RIGHTS, BENEFITS AND OBLIGATIONS UNDER ISERRA? ISERRA provides the same protections as USERRA (i.e., reemployment, benefits and discrimination) but expands protections to persons identified above and incorporates existing benefits to service members who are public employees. Because ISERRA represents the minimum employer requirements, employers maintain the right to provide greater benefits at their discretion.

WHO ENFORCES ISERRA? The ISERRA Advocate is an Assistant Attorney General appointed by the Illinois Attorney General to provide both advocacy and enforcement under ISERRA.

WHERE TO FIND MORE INFORMATION? Both service members and employers can find more information on the Attorney General's ISERRA Advocate webpage at https://illinoisattorneygeneral.gov/rights-of-the-people/military-and-veteransrights/ or call the Military & Veterans Rights Helpline at 1-800-382-3000 to ask questions or request training.

This notice is available for download on the Attorney General's website by going to https://illinoisattorneygeneral.gov/rights-of-the-people/military-and-veterans-rights/. Employers are required to provide employees entitled to rights and benefits under ISERRA a notice of the rights, benefits, and obligations of service member employees. This requirement may be met by the posting of this notice where employers customarily place notices for employees. ISERRA is codified as Public Act 100-1101 and can be found at www.ilga.gov/legislation/publicacts/100/PDF/100-1101.pdf

Printed by authority of the State of Illinois. 06/23 This material is available in alternate format upon request

#### WORKERS' COMPENSATION

#### WORKERS' COMPENSATION

is a system of benefits provided by law to most workers who have job-related injuries or illnesses. Benefits are paid for injuries that are caused, in whole or in part, by an employee's work. This may include the aggravation of a pre-existing condition, injuries brought on by the repetitive use of a part of the body, heart attacks, or any other physical problem caused by work. Benefits are paid regardless of fault.

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

1. GET MEDICAL ASSISTANCE. By law, your employer must pay for all necessary medical services required to cure or relieve the effects of the injury or illness. Where necessary, the employer must also pay for physical, mental, or vocational rehabilitation, within prescribed limits. The employee may choose two physicians, surgeons, or hospitals. If the employer notifies you that it has an approved Preferred Provider Program for workers' compensation, the PPP counts as one of your two choices of providers.

2. NOTIFY YOUR EMPLOYER. You must notify your employer of the accidental injury or illness within 45 days, either orally or in writing. To avoid possible delays, it is recommended the notice also include your name, address, telephone number, Social Security number, and a brief description of the injury or illness.

3. 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 handbook that explains the law, benefits, and procedures. If you need a handbook, please call the Commission or go to the web site. If you must lose time from work to recover from the injury or illness, you may be entitled to receive weekly payments and necessary medical care until you are able to return to work

that is reasonably available to you. It is against the law for an employer to harass, discharge, refuse to rehire or in any way discriminate against an employee for exercising his or her rights under the Workers' Compensation or Occupational Diseases Acts. If you file a fraudulent claim, you may be penalized under the law.

4. KEEP WITHIN THE TIME LIMITS. Generally, claims must be filed within three years of the injury or disablement from an occupational disease, or within two years of the last workers' compensation payment, whichever is later. Claims for pneumoconiosis, radiological exposure, asbestosis, or similar diseases have special requirements. Injured workers have the right to reopen their case within 30 months after an award is made if the disability increases, but cases that are resolved by a lump-sum settlement contract approved by the Commission cannot be reopened. Only settlements approved by the Commission are binding.

For more information, go to the Illinois Workers' Compensation Commission's Web site or call any office:

Toll-free:	Chicago:	Peoria:	Springfield:
866/352-3033	312/814-6611	309/671-3019	217/785-7087
Web site:	Collinsville:	Rockford:	TDD (Deaf):
www.iwcc.il.gov	618/346-3450	815/987-7292	312/814-2959

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

ty handling workers' compensation claims		
Business address		
Business phone		
Effective date	Termination date	
Policy number	Employer's FEIN	

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