$\star$   $\star$   $\star$   $\star$   $\star$   $\star$  LABOR LAW POSTER  $\star$   $\star$   $\star$   $\star$   $\star$ 

#### **EMERGENCY CARE FOR CHOKING**

**CONSCIOUS VICTIM** 



**Emergency Care for CHOKING** 

If victim CAN breathe, cough or make sounds, DO NOT INTERFERE.



Give quick upward thrusts above the belly button and below the ribs until object is forced out, victim can breathe again, or victim

becomes unconscious

If victim CANNOT breathe, cough or make sounds, ask if you can help.

UNCONSCIOUS VICTIM =

Send someone to call 911 and get the Automated External Defibrillator (AED).

IF YOU ARE ALONE, perform 5 sets of 30 compressions and 2 breaths before leaving to call 911. Follow these steps.



Give 30 compressions pushing down AT LEAST 2 inches on the center of the chest Place one hand

on top of the other. Push hard.

Open the airway and check the mouth for objects.



With the airway open, attempt to give TWO Remove the obstructing object only if you see it. breaths. If unsuccessful, return to compressions.

Repeat steps 1, 2 and 3 until victim starts breathing or until emergency medical help arrives.

Illinois Department of Public Health 422 S. 5th St., Third Floor Springfield, IL 62701 • 217-785-2080 Standards for CPR and ECC are consistent with American Heart Association recommendations.

· Have someone call for an ambulance, rescue squad or EMS. DO NOT PRACTICE ON PEOPLE. Abdominal thrusts may cause injury. Use back blows and chest thrust on infants. Use chest thrust on pregnant women and obese victims. • For children 1 to 8 years of age, compress at the depth of approximately 2 inches. Learn to perform emergency care for choking and cardiopulmonary resuscitation (CPR) • For CPR training information, call your local American Heart Association or American Red Cross chapter.

## **DISCRIMINATION AND SEXUAL HARASSMENT**

#### ILLINOIS DEPARTMENT OF **Human** Rights

IOCI 14-210 @D

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 t 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. 2. Contact the Illinois Department of Human Rights (IDHR) to file a charge

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

3. Call the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703 to talk to someone about your concerns. 524 S. 2nd St., Suite 300 Springfield, IL 62701 (217) 785-5100 (866) 740-3953 (TTY) (217) 785-5106 (Fax)

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)**

#### REOUIRED POSTING FOR EMPLOYERS

VESSA provides employees who are victims of domestic violence, sexual violence, gender violence, or any other crime of violence, and employees who have a family or household member who is a victim of such violence, with unpaid, job-quaranteed leave; reasonable accommodations; and protections from discrimination and retaliation. This time may be used if the employee or the employee's family or nousehold 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 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, 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; 2. A police, court, or military record; 3. A death certificate, published obituary, or written verification of death, burial, or memorial services,

4. Other corroborating evidence.

elating to certain family or household member's death due to a crime of violence to be completed by the employee. within 60 days after the date employee received notice of the death of the victim.

### Leave permitted during a 12-month period under the act based on number of employees Number of employees | Leave permitted

1-14 employees 4 weeks 15-49 employees 8 weeks

50 or more employees 12 weeks 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. **DISCRIMINATION AND RETALIATION** - VESSA prohibits employers from discriminating, retaliating, or otherwise treating an employee or job applicant unfavorably if the individual involved:

unless providing advance notice is not practicable. If an employee is unable to provide advance notice, an • 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;

> violence, against the individual or theindividual's family or household member; or • Exercised any other rights under VESSA.

•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

**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



Lincoln Tower Plaza 524 South 2nd Street, Suite 400

Springfield, Illinois 62701 (217) 782-6206

Michael A Bilandic Building 160 North LaSalle, Suite C-1300 Chicago, Illinois 60601-3150 (312) 793-2800

Regional Office Building 2309 West Main Street, Suite 115 Marion, Illinois 62959 (618) 993-7090



## PAID LEAVE

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



## PAID LEAVE FOR ALL WORKERS ACT NOTICE

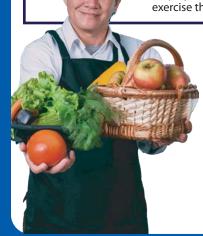
#### Employers must provide employees with up to 40 hours of paid leave for any reason. **Paid Leave**

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

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

the 12-month period (frontloading). ed frontloaded leave does not have to be carried over.

exercise their rights under this law.



#### **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 require a worker to find a replacement worker.

Employers may also provide workers with all paid leave hours at the start of **Carryoyer:** Workers rollover all unused accrued paid leave at the end of the

**Retaliation is prohibited:** Penalties may apply to employers that take adverse action against workers who



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

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

## Filing a Complaint

**Penalties** 

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

#### For a complete text of the laws, visit our website at: www.labor.illinois.gov

For more information or to file a Complaint, contact us at:

DOL.PaidLeave@illinois.gov 312-793-2600

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

**NOTICES ARE POSTED.** Printed by the Authority of State of Illinois 12/23 IOCI 24-1010

## ILLINOIS MINIMUM WAGE

State of Illinois

This is a summary of laws that satisfies Illinois Department of Labor posting requirements. Your Rights Under Illinois Employment Laws

**LABOR** 

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 2024

#### \$14.00 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. \$8.40 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. \$12.00 PER HOUR

## Applies to youths (under 18) working fewer than 650 hours per calendar year.

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

Printed by the Authority of State of Illinois 12/23 IOCI 24-1008

#### **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 allowe 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. 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 Employees working 7 1/2 continuous hours must be allowed

a meal period of at least 20 minutes no later than 5 hour after the start of work, and an additional 20 minutes 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, gender, or sexual violence, or other crimes of violence,

or who have family members who are victims with up to 12 weeks of unpaid leave during a 12-month period. 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. Hotline: 1-312-793-2800

#### **Paid Leave REQUIRES PAID LEAVE FOR ANY REASON**

Workers: Earn up to 40 hours of paid leave from work per year. Use: Workers can use paid leave for any reason o their choosing. Employers may not require workers to provide a reason for their paid leave request. 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

**Retaliation is prohibited:** Penalties may apply to employers that take adverse action against workers who exercise their rights under this law. **Existing Policy and Exclusions** Certain exceptions may apply for employers who already provide their workers with paid leave.

# **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. Employers and employment agencies are banned from asking applicants past wage and

Employees may disclose or discuss their own salaries, benefits, and other compensation with their co-workers and colleagues. Employers are not allowed to pay less to African American employees versus non- Africar American employées

contact the Department at: 2309 W. Main Street, Suite 115 Marion, IL 62959 (618) 993-7090

#### UNEMPLOYMENT INSURANCE

#### Illinois Department of Employment Security

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 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

To locate the office nearest you, call 1-800-244-5631 or access the locations though our web site at:

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

# **NOTICE**

Department of Employment Security office.

is calculated each year.

No deductions may be made from the wages of workers for this purpose.

to workers about

**Unemployment Insurance Benefits** 

This year between.

Jan. 1 and March 31

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

the year before between Oct. 1 and Dec. 31

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

Last year between:

Jan. 1 and Sept. 30 and

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

For additional information, call these toll-free numbers:

Illinois Department of Revenue 1-800-732-8866.

Internal Revenue Service 1-800-829-1040

Oct. 1 and Dec. 31 July 1 and Dec. 31 and the Illinois Department of Employment Security to each employer without cost. A claimant may also be entitled to this year between Jan. 1 and June 30 receive, in addition to the weekly benefit amount, an allowance for a non-working spouse or a dependent child or In order to be monetarily eligible, a claimant must be paid a minimum of \$1,600 during the base period with at least children. The allowance is a percentage of the average weekly wage of the claimant in his or her base period. The \$440 of that amount being paid outside the highest calendar quarter. If you have been awarded temporary total weekly benefit amount plus any allowance for a dependent make up the total amount payable. If, during a calendar disability benefits under a workers' compensation act or other similar acts, or if you only have worked within the last week an employee does not work full time because of lack of work, he or she may be eligible for partial benefits if few months, your base period may be determined differently. Contact your local IDES office for more information. 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 Each employee who receives tips must report these tips to employers on a written statement or on Form UC-51, NOTE: Illinois unemployment insurance benefits are paid from a Trust Fund to which only employers contribute. "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 Unemployment insurance information is available from any Illinois Department of Employment Security office.

during the pay period. TAXATION OF BENEFITS Unemployment insurance benefits are taxable if you are required to file a state or federal income tax return. You may choose to have federal and/or Illinois state income tax withheld from your weekly benefits. Since benefits are not

subject to mandatory income tax withholding, if you do not choose to withhold, you may be required to make Every claimant who files a new claim for unemployment insurance benefits must serve an unpaid waiting week for estimated tax payments using Internal Revenue Service Form 1040 ES and Illinois Department of Revenue Form IL 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

> 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.

#### **NO SMOKING NOTICE**

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





To submit a complaint: www.smoke-free.illinois.gov 866-973-4646 TTY 800-547-0466 (hearing impaired use only)

Smoke-Free Illinois Act (410 ILCS 82), amended by Public Act 103-0272. Printed by Authority of the State of Illinois P.O.#3524002 30M 12/23 IOCI 24-736

It is illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable

embarazo. Para obtener información sobre el embarazo y sus derechos en el lugar de trabajo en español,

Department of Human Rights' fact sheet from our website at dhr.illinois.gov

accommodation because of your pregnancy. For more information regarding your rights, download the Illinois

Es ilegal que su empleador la despida, se niegue a contratarla o a proporcionarle una adaptación razonable a causa de su

524 S 2nd Steet, 3rd Floor

Tel: (217) 782-9386 Fax: (217) 782-0596

### 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?

If so, you have the right to: • 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

Intake Unit

Chicago, IL 60661

(312) 814-6200

· Continue working during your pregnancy if a reasonable accommodation is available which would allow you to continue performing your job. State of Illinois epartment of Human Rights

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

For immediate help or if you have questions regarding your rights. Call 312-814-6200 or 217-785-5100 or (866) 740-3953 (TTY) **CHICAGO OFFICE** 555 W Monroe St, Ste. 700

ILLINOIS DEPARTMENT OF **Human Rights** 

Printed by the Authority of the State of Illinois, IDHR ENG, web. (02/23).

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

Your employer cannot:

visite dhr.illinois.gov

## RIGHT TO KNOW

TOXIC? YOU HAVE THE RIGHT-TO-KNOW! ABOUT TOXIC SUBSTANCES IN YOUR WORK AREA TRAINING Employees who are exposed to toxic substances should be trained at the start of employment or

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 transfer, and annually thereafter. You should be taught the hazards of exposure to the substances, how to substances. MSDS should be readily available in the work area. You, your representative, or your physician may work safely with them, and how to read the MSDS and labels. The law protects your right to obtain the above request copies of MSDS for toxic substances in your work area. information. You may not be disciplined or discharged for exercising your rights under this law. If your LABELING Toxic substances in your work area should be labeled with the chemical or product name and a

State of Illinois Building

160 N. LaSalle, Ste. C-1300, Chicago, IL 60601

Tel: (312) 793-7308 Fax: (312) 793-2081

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) 2309 West Main Street, Marion, IL 62959 **Department of Labor** Tel: (618) 993-7090 Fax: (618) 993-7258 900 South Spring Street, Springfield, IL 62704

DAY AND TEMPORARY LABOR SERVICE AGENCIES

**CORRECT WAGES AND PAYMENT NOTICE** 

hazard warning.

## DAY AND TEMPORARY LABOR SERVICES ACT **TEMPORARY WORKER RIGHTS**

#### accordance with all applicable wage laws. The Day and Temporary Labor Services Agency must branch office. 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 day, your rate of pay for each hour worked, total pay period earnings, and all deductions. **SAFETY AND HAZARD TRAINING**

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 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 You have the right to refuse assignment to the client company's worksite or location where there is a strike, lockout, or other labor trouble without being retaliated against by your Day and Temporary Labor Services Agency.

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.

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

COMPLAINTS To file a complaint or report a violation with the Department of Labor,

visit labor.illinois.gov or call toll-free at

1-877-314-7052

## DAY AND TEMPORARY LABOR AGENCIES' RESPONSIBILITIES

You have the right to be paid correctly based on your pay rate and hours worked and in Each Day and Temporary Labor Services Agency shall post this notice in an area easily accessible to all workers at each work location or

> 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 On or before your first day working at a client company each year, the Day and Temporary rate of pay for each hour worked total pay period earnings

> 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

> Day and Temporary Labor Services Agencies must register with the Illinois Department of Labor. Registration information is available 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 client.



Printed by the Authority of State of Illinois 08/23 IOCI 24-0295

## ISERRA - ILLINOIS SERVICEMEMBER EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT



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

exception applies in the Act.

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.

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

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

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

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 <a href="https://illinoisattorneygeneral.gov/rights-of-the-people/military-and-veterans-">https://illinoisattorneygeneral.gov/rights-of-the-people/military-and-veterans-</a> rights/ 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

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

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.



## WORKERS' COMPENSATION

WORKERS' COMPENSATION



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 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,

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 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.

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

is a system of benefits provided by law to most workers who have job-related injuries or illnesses. Benefits are 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

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:** 866/352-3033 Web site: www.iwcc.il.gov

312/814-6611 **Collinsville:** 618/346-3450 BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A PROMINENT PLACE IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW.

Chicago:

309/671-3019 Rockford: 815/987-7292

Peoria:

TDD (Deaf): 312/814-2959

Springfield:

217/785-7087

**Business address Business phone Effective date Termination date Policy number Employer's FEIN** ICPN 10/11 Printed by the authority of the State of Illinois.

# 1. All members of the Armed Forces of the United States whether active duty or reserve, including the National Guard when performing State duty.

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.

here are also certain categories of workers that are not covered by the law. Hotline: 312-793-2600

Certain employees at large businesses may request wage/salary history for their job title from IDOL.

> 524 South 2nd St, Suite 400, Springfield, IL 62701 (217) 782-6206 160 N. LaSalle, St, Suite C-1300, Chicago, IL 60601 (312) 793-2800 For a complete text of the laws, visit our website: www.labor.illinois.gov

3. LEARN YOUR RIGHTS. Your employer is required by law to report accidents that result in more than three

For more information or to file a complaint,

Hotline: 1-866-372-4365

Party handling workers' compensation claims

IL-0224