

CARNIVAL SAFETY

CARNIVAL & AMUSEMENT RIDES SAFETY ACT

Requires annual safety inspections and the issuance of permits for all amusement rides and attractions, including inflatable attractions, go-kart tracks, mobile climbing walls, ride simulators, trains and euro bungees used at public events. Prohibits carnival owners from hiring operators, assistants or attendants convicted of certain criminal or sexual offenses and requires the owner to perform criminal background and sex offender registry checks prior to hiring. Also requires carnival owners to provide training to these workers in the safe and proper operation of the ride or attraction and to maintain a substance abuse policy that includes random drug testing.

Phone: 217-782-9347

LICENSING

NURSE AGENCY LICENSING ACT

Mandates standards of operation and licensing of nurse agencies that refer, employ or assign registered nurses, licensed practical nurses or certified nurse aides to Illinois health care facilities.

Phone: 312-793-1817

PRIVATE EMPLOYMENT AGENCY ACT

Protects job seekers by investigating, licensing and regulating private employment agencies and counselors.

Phone: 312-793-2810

INDUSTRIAL HOME WORK ACT

Regulates the processing or assembling of products in the home when the parts or materials are supplied by the employer. Requires the annual registration of participating employers and the certification of their employees with the Department.

Phone: 312-793-2804

FARM LABOR CONTRACTOR CERTIFICATION ACT

Protects itinerant seasonal agricultural and horticultural workers by investigating and registering farm labor contractors.

Phone: 312-793-2804

STREET TRADES LAW

Regulates the employment of minors under 16 years of age engaged in door-to-door sales or other distributive service occupations and requires employers seeking to use minors in such occupations to be registered with the Department.

Phone: 312-793-2804

PUBLIC WORKPLACE SAFETY

SAFETY INSPECTION AND EDUCATION ACT & HEALTH AND SAFETY ACT

Provides workplace safety and health protections for public employees through enforcement of occupational safety and health standards and education about safe working conditions and occupational hazards. Upon request, the Department provides training programs, technical assistance and consulting services to public sector employees and employers.

Phone: 217-782-9386

CONCILIATION & MEDIATION

LABOR ARBITRATION SERVICES ACT

Provides assistance to labor unions and management in resolving grievances, negotiating contracts and conducting representation elections.

Phone: 217-782-1710

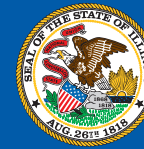
OFFICE LOCATIONS

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Marion, Illinois 62959
618-993-7090**

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State of Illinois
Pat Quinn, Governor

Illinois Department of Labor
Catherine Shannon, Director

Laws Enforced by the Illinois Department of Labor

*"People Working
For Working People"*



The mission of the Illinois Department of Labor is to promote and protect the rights, wages, welfare, working conditions, safety and health of Illinois workers through enforcement of the state labor laws, to safeguard the public through regulation of amusement rides, and to ensure compliance with all other labor standards.

Department of Labor IDOL
State of Illinois ★ ★ ★ ★ ★



WAGE PROTECTIONS

MINIMUM WAGE LAW/OVERTIME

Guarantees a minimum wage of \$8.00 per hour for workers 18 years of age and older effective July 1, 2009. The minimum wage will increase by another 25 cents (to \$8.25 per hour) on July 1, 2010. Employees who receive tips must be paid at least 60% of the applicable minimum wage. Most hourly employees and some salaried employees must be compensated at time and one-half of their regular pay for hours worked over 40 in a workweek.

Phone: 312-793-2804

WAGE PAYMENT AND COLLECTION ACT

Establishes how often wages must be paid and provides assistance to workers in the collection of earned compensation. Employees must receive their final wages, vacation pay, commissions and bonuses on their next regularly scheduled payday. Unauthorized deductions from paychecks are not allowed except as specified by law.

Phone: 312-793-2808

PREVAILING WAGE ACT

Requires contractors and subcontractors to pay workers employed on public works construction projects no less than the general prevailing rate of wages, consisting of hourly cash wages and fringe benefits, for the specific classification of work in the county where the work is performed. The Illinois Procurement Code requires the payment of prevailing wages on state contracts for services, including printing, janitorial, window cleaning, security, grounds keeping, and food services.

Phone: 217-782-1710

EQUAL PAY ACT

Prohibits employers with four or more employees from paying unequal wages to men and women for doing the same or substantially similar work, except if the wage difference is based upon a seniority system, a merit system, a system measuring earnings by quantity or quality of production, or factors other than gender.

Phone: 866-EPA-IDOL

WORKER RIGHTS & PROTECTIONS

EMPLOYEE CLASSIFICATION ACT

Presumes that individuals performing services for construction contractors are employees of the contractor unless they meet criteria specified in the Act. If a contractor has misclassified individuals as independent contractors, the Department may assess civil penalties and seek other remedies provided for in the law.

Phone: 217-782-1710

DAY AND TEMPORARY LABOR SERVICES ACT

Requires agencies that place workers on a daily or temporary basis in non-clerical occupations to register with the Department and comply with certain employment standards. Establishes worker rights and protections, specifies the duties and responsibilities of day and temporary labor agencies as well as third party clients and sets forth monetary penalties for violations of the law.

Phone: 877-314-7052

CHILD LABOR LAW

Regulates the employment of workers under 16 years of age and prohibits most work by children under the age of 14, 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 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.

Phone: 800-645-5784

ONE DAY REST IN SEVEN ACT

Provides employees with 24 consecutive hours of rest each calendar week. Employers may obtain permits from the Department allowing employees to voluntarily work seven consecutive days. Employees working 7½ continuous hours must be allowed a meal period of at least 20 minutes no later than five hours after the start of work.

Phone: 312-793-2804

VICTIMS' ECONOMIC SECURITY & SAFETY ACT

Provides that employers may not discharge or discriminate against an employee who is a victim of domestic or sexual violence, or who has a family or household member who is a victim of such violence. Also provides employees with the right to take up to 12 workweeks of unpaid leave during any 12-month period to address issues resulting from the domestic or sexual violence.

Phone: 312-793-6797

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT (WARN)

Requires employers with 75 or more full-time employees to give workers and certain government officials 60 days advance notice of a plant closing or mass layoff. An employer that fails to provide notice as required by law is liable to each affected employee for back pay and benefits for the period of the violation, up to a maximum of 60 days.

Phone: 217-782-1710

RIGHT TO PRIVACY IN THE WORKPLACE ACT

Prohibits an employer from refusing to hire, discharging or discriminating against an individual for using lawful products away from the jobsite during non-working hours. Requires employers using the federal Employment Eligibility Verification Program (E-Verify) to comply with certain training, posting and privacy requirements.

Phone: 312-793-1805

PERSONNEL RECORD REVIEW ACT

Provides employees with the right to review, copy and correct personnel records, and prescribes the gathering and use of information about employees by their employers.

Phone: 312-793-1805

SCHOOL VISITATION RIGHTS ACT

Provides employed parents and guardians (who are unable to meet with educators because of work conflicts) the right to take up to 8 hours of unpaid leave during the school year to attend necessary educational or behavioral conferences at their children's schools.

Phone: 312-793-2804